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## **LEGAL COMPLIANCE**

When you talk about legal compliance it is important to note that we are not talking about a law review but a Human Resource review of the basic compliance with the legal standards of the State and Federal government. This includes compliance with laws that require postings of certain information for easy access by employees to employee protections against certain treatment.

Every company has the obligation to meet certain specific criteria but some of this is dependent on the industry. More importantly, there are regulations that require the company to provide a working environment free of certain unacceptable behavior. These are the difficult one. Having a policy about providing a work environment free of harassment is not enough. You must do more than have words on a piece of paper or in an employee manual.

Let us help you with this and other risks that you may think you are doing the right thing but may be actually increasing your risk.