

Employment Law Corner

Monthly Report



FOLEY & FOLEY^{PC}
ATTORNEYS AT LAW

February 2024

February Updates

[What Does Gen Z Think?](#)

[New Final Rule:
Independent Contractor
Gets a Makeover](#)

[2024 Do List: 5 Steps to
Take](#)

Employment Law Corner: Training

Training

Training is an essential component to ensure compliance for any employer. Training is the original ounce of prevention worth a pound of cure. Companies both large and small should have a comprehensive training program in place to continually educate employees, supervisors, and managers on topics of legal importance. With a proper training program and a well-educated workforce, companies can reduce their exposure to legal risks.

When to train?

Though most training does occur at the beginning of employment, training should be provided continuously throughout the employment relationship. The most effective training programs are those that provide updated training on pertinent topics for employees, supervisors, managers, and HR personnel on a routine and ongoing basis. Many training programs will vary the subject, or the depth of material based on the employee's role within the company. This route can be beneficial in diversifying your training content and providing those in higher roles with the tools they need to address complex issues. A comprehensive training program should also address the policies and procedures included in the Employee Handbook. The workplace is dynamic and there are many key topics where employers should provide training.

Sexual Harassment Training:

Federal law does not currently require harassment or sexual harassment trainings to be conducted, but many states require training on this and various other topics. Sexual harassment training is required in approximately eight (8) states across the US. Employers should provide sexual harassment training to comply with state law, but also to preserve a potential defense against a claim of harassment.

In various lawsuits, such as those involving discrimination and harassment, the parties often investigate the nature, extent, and frequency of training that was provided to employees, supervisors, managers, and HR personnel. An employer may defend against a claim of harassment by showing that it took steps to prevent the alleged conduct from occurring. Companies that produce documentation of a well implemented and comprehensive training program may have a solid defense against various lawsuits. In comparison, companies that do not provide a comprehensive training program may have a difficult time defending against various claims.

Safety Training:

The “General Duty Clause” under the Occupations Safety and Health Administration Act (OSHA) requires training for jobs where a lack of training can lead to injuries. The General Duty Clause also requires some form of training to be conducted for all other jobs, though the extent of training is not specified. If OSHA visits an organization, then it expects there to be a written training program that addresses all aspects of safety in the workplace. OSHA also requires actual training on more than 100 of the current standards before allowing employees to begin performing the job. These standards include topics involving hazardous materials, personal protective equipment, medical services and first aid, fire protection, and toxic and hazardous substances.

Government Contractors:

Federal contractors must also comply with various training regulations which require training on topics such as: affirmative action, EEO-discrimination, disability access, ethics and code of conduct, drug and alcohol awareness, recordkeeping requirements, and apprenticeship training.

Our Training Offerings:

We offer **training on all workplace law topics** to address your compliance and workplace needs! We can tailor a training program to your workplace on issues you want to address. Get your 2024 training schedule set up!

Give us a call or email us! We have fixed fee solutions and so much experience helping employers!

Who We Are:

We want to introduce ourselves to those we have not met:

- We represent employers exclusively from coast to coast in all facets of employment law and litigation. Our mission is solving problems and anticipating issues so you can concentrate on your business.
- We are constantly searching for the trends and upcoming issues in the law that will impact our clients. We want our clients to be informed and ready. Our familiarity with the workplace and our approach sets us apart from other law firms, making us well equipped to handle your unique needs.
- We are not like other firms: Anyone can tell you what the law states and its limits. That is easy. We find creative solutions within those restrictions that move your business forward. We seek to minimize your risk so you can get back to business. Learn how we can help your business: **Foley & Foley PC attorneys specialize in Employment and Labor Law in the Public and Private Sectors (foleylawpractice.com).**

Meet Julia Pomella-Griggs

Julia has experience on a wide range of employment matters in the public, private, and nonprofit sectors. Julia’s experience includes counseling clients, drafting and analyzing policies, managing workplace misconduct, and conducting trainings.

For more info, check out her bio [here!](#)



Contact Us



FOLEY & FOLEY P
C
ATTORNEYS AT LAW

www.foleylawpractice.com

info@foleylawpractice.com

(844) 204-0505