



LIVE SEMINAR

Timely HR Issues - Harassment Liability, Overtime Rule, PWFA and More



THIS SEMINAR AT A GLANCE:

- Understand and apply the latest definitions and rules regarding workplace harassment.
- Learn how to define what constitutes harassment and conduct thorough investigations following the EEOC's newest guidelines.
- Grasp the nuances of employer liability in harassment cases and explore updated EEOC examples and guidance on handling these sensitive issues.
- Stay compliant with the PWFA by learning to determine reasonable accommodations for employees, updated definitions and how to request accommodations legally.
- Implement the 2024/2025 FLSA overtime exemptions effectively within your organization, ensuring you meet the new regulatory requirements.
- Navigate the complex classification of workers using the latest DOL's Economic Realities Test and stay informed on the classification of independent contractors and gig economy workers.



In a world where workplace dynamics are rapidly changing, it is crucial for HR professionals to have a solid understanding of evolving employment laws and trends. Headlines are filled with instances of workplace misconduct, making it more important than ever to be well-versed in the legal and procedural aspects of HR management.

Facts and Figures:

- The EEOC received 98,411 harassment charges and 27,291 sexual harassment charges between FY 2018 and FY 2021.
- 32% of employees are unaware that jokes can be harassment.
- The new overtime rule will impact approximately 4 million employees in its first year.
- 72.4% of men and 66.8% of women are involved inside gigs as independent contractors in 2024.
- In 2022, the EEOC settled pregnancy discrimination claims totaling \$12 million.

Equip your HR department with knowledge on today's most important issues

Stay ahead of the curve with our cutting-edge HR seminar designed to keep you informed and compliant with the latest in workplace regulations and HR best practices. This seminar provides you with the essential tools and knowledge to navigate the complex landscape of employment law and human resources. Equip yourself with the knowledge and skills to handle the complexities of modern HR management confidently. Enroll now and transform your HR practices with our comprehensive and up-to-date seminar.

PROGRAM AGENDA

Title VII Protections

- Delve into Title VII protections, the scope of sexual harassment and the critical difference between sexual misconduct and assault.
- Learn how to write defensible policies and design comprehensive training programs.

EEOC's Employer Liability Guidance

- Understand the reasons behind the EEOC's updated guidance, covered bases, causation and how this affect employer liability.

Pregnant Workers Fairness Act (PWFA):

- Get detailed insights into who is covered, requesting accommodations and prohibited acts under the PWFA.

Worker Classification

- Master the three keys to proper classification between exempt and non-exempt employees, understanding the Gig Economy and the latest IRS and DOL tests for contractor classification.



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