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# U.S. EMPLOYMENT LAW, FEDERAL REGULATIONS AND STATE COMPLIANCE

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# PROGRAM OVERVIEW

In 2020, the National Labor Relations Board (NLRB) received an **overwhelming 15,000 charges of unfair labor practices, highlighting the inherent complexity of employment law in the United States.** In addition, the Department of Justice secured more than \$580 million in settlements and judgments for employment discrimination cases, emphasizing the importance of comprehending the diverse federal regulations and compliance requirements. It is critical for organizations to stay up-to-date with the latest employment laws to minimize legal risk and ensure a safe, equitable, and productive workplace for all employees.

Led by Andrée Laney, a highly accomplished employment legal attorney and consultant, this **Certification in U.S. Employment Law, Federal Regulations and State Compliance program** will empower you with necessary skills to navigate the **complexities of United States employment laws at both federal and state levels.** You will gain critical knowledge of your obligations and responsibilities as an employer and the rights of an employee as outlined in **Title VII of the Civil Rights Act of 1991.** This program also covers critical topics on the **legislations and regulations that govern employment issues in the United States,** such as compensation and benefit laws, anti-discrimination regulations, workplace health and safety laws, immigration law, family leave law, and pregnancy, disability, and religious accommodation to establish a safe and healthy workplace environment.

## ACCREDITATIONS



4.8



4.6





# PROGRAM OVERVIEW

Additionally, you will also gain essential knowledge on legal and practical considerations in **conducting proper workplace investigations and disciplinary inquiries** prompted by employees' complaints or suspected infractions. By understanding fundamental employment law terms, theories, and concepts, you will learn to **examine the legal risks and benefits of managing employee terminations**. At the end of the program, you will be equipped with the knowledge and skills essential for maintaining compliance and fostering a safe, inclusive, and legally sound workplace.

Upon successful completion of the program, you will earn the coveted **Certification in U.S. Employment Law and Compliance**. This certification will elevate your professional credentials and demonstrate your mastery of the key principles related to United States employment laws, federal regulations and compliance. This industry-recognized certification holds lifelong validity, offering a testament to your expertise and commitment to excellence in the employment legal compliance industry.

## ACCREDITATIONS



4.8



4.6



# KEY SKILLS YOU WILL GAIN

## From This Program



**EMPLOYMENT LAW  
LEGAL & REGULATORY FRAMEWORK  
CONSTITUTION & FEDERAL & STATE LAWS  
FAIR LABOR STANDARDS ACT (FLSA)**

**FAMILY & MEDICAL LEAVE ACT (FMLA)  
OCCUPATIONAL SAFETY & HEALTH ACT (OSHA)  
MANAGING STATE-SPECIFIC EMPLOYMENT LAWS  
EMPLOYMENT-AT-WILL**

**EQUAL PAY ACT  
DISPARATE IMPACT THEORIES OF  
DISCRIMINATION  
WORKPLACE INVESTIGATIONS & DISCIPLINARY  
INQUIRIES**

**THE CIVIL RIGHTS ACT FEDERAL ANTI-  
DISCRIMINATORY LAWS  
WAGE & HOUR LAWS**

**IMMIGRATION & EMPLOYMENT ELIGIBILITY &  
NATIONALITY ACT  
CREATING INCLUSIVE DIVERSITY & INCLUSION  
PROGRAMS**



# YOUR FACULTY DIRECTOR



## Andrée Laney

### Highly Accomplished Employment Law Attorney and Consultant

Andree is a highly **accomplished employment legal attorney and consultant** with more than **30 years of experience in labor and employment law**. Her expertise includes both prosecuting and defending employers in a wide range of matters. In her current role, Andree provides **invaluable guidance to employers** seeking to **minimize employment law risks** in their daily workplace decisions. Andree's illustrious career in employment law began as a senior trial attorney for the Equal Employment Opportunity Commission (EEOC), where she litigated federal workplace discrimination cases against private employers. She later became an **EEOC Administrative Judge**, deciding discrimination cases filed by federal employees.

As a highly sought-after speaker, Andree has delivered presentations to numerous organizations, including the New York City Bar Association and the Practicing Law Institute, focusing on federal employment discrimination laws. During her tenure at the EEOC, she **trained over 200 attorneys, management personnel, and employees nationwide on the prosecution of federal anti-discrimination law violations**. Andree's profound expertise and experience render her an invaluable resource for any organization seeking guidance in traversing the intricate landscape of employment law.

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# PROGRAM AGENDA

## **MODULE 1: OVERVIEW OF THE LEGAL AND REGULATORY FRAMEWORK OF EMPLOYMENT LAWS**

- The Interplay Of The Constitution, Federal And State Laws
- How (And Why) Laws Get Made

## **MODULE 2: COMPENSATION AND BENEFITS LAWS**

- Fair Labor Standards Act (FLSA) And Importance Of Defining Employee Status And Classifications
- Employee Retirement Income Security Act (ERISA), Older Workers Benefits Protection Act (OWBPA), And Affordable Care Act (ACA)

## **MODULE 3: AT-WILL EMPLOYMENT AND WRONGFUL DISCHARGE AND COMMON-LAW CLAIMS**

- Employment Relationship And Employment-At-Will
- Wrongful Discharge Theories: Legislation, Common-Law And Courts

## **MODULE 4: DISCRIMINATION AND HARASSMENT PREVENTION**

- Equal Pay Act, Title VII Of The Civil Rights Act, Age Discrimination In Employment Act, Americans With Disabilities Act, Uniformed Services Employment And Reemployment Rights Act, Genetic Nondiscrimination Act, And The (Imminent) Pregnant Workers Fairness
- Disparate Treatment Vs. Disparate Impact Theories Of Discrimination
- Strict Vs. Vicarious Liability, And Personal Liability

## **MODULE 5: WORKPLACE INVESTIGATIONS AND DISCIPLINARY INQUIRIES**

- The Importance Of Workplace Investigations
- Laws That Require Workplace Investigations
- Practical Guidance For Conducting A Workplace Investigation
- Dos And Don'ts Of Writing Investigatory Reports

## **MODULE 6: PREGNANCY, DISABILITY AND RELIGIOUS ACCOMMODATION**

- Title VII Of The Civil Rights Act
- The Americans With Disabilities Act
- The (Imminent) Pregnant Workers Fairness Act



# PROGRAM AGENDA

## **MODULE 7: FAMILY LEAVE LAWS**

- FMLA Eligibility Requirements
- FMLA Notice And Certification Requirements
- FMLA Intermittent Leave
- Interplay Of FMLA And State Leave Laws

## **MODULE 8: MANAGING TERMINATION OF EMPLOYEES AND SEVERANCES**

- Assessing And Addressing Legal Risk Before Termination
- Navigating Risks Through Severance And Separation Agreements
- Elements Of Enforceable Agreements
- Confidentiality, Noncompete And Non-Disparagement Clauses

## **MODULE 9: WORKPLACE SAFETY AND HEALTH LAWS**

- Occupational Safety And Health Act (OSHA) General Duty Clause
- State Workers' Compensation Laws
- Federal Drug-Free Workplace Act

## **MODULE 10: IMMIGRATION LAW**

- Immigration And Nationality Act
- I-9, Employment Eligibility Verification
- Categories Of Eligibility To Work In The U.S.



# YOUR CHARTER DESIGNATION



After successfully attending this program, you will be awarded the **Certification in U.S. Employment Law and Compliance** that can be used in your resume, CV, and other professional credentials. This certification is industry-recognized with lifelong validity.

Globally demanded and recognized, this designation will help you distinguish your skillsets and you will have attained expertise and critical knowledge in navigating the United States employment law, regulation and robust compliance strategies. This certification will also offer a testament to your ability in creating proper compliance frameworks that is aligned with all relevant U.S. legislation and policies. Developed by **Chartered Institute of Professional Certifications**, the content of this program has been independently accredited by **CPD Certification Service** as adhering to the highest standards of continuing professional principles.

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# CONTACT US TODAY

We Thank You for Your Ongoing Support  
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