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HR Basics: Employment Law

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Title VII of the Civil Rights Act of 1964 is one example of a human resource law in the United States. The Equal Employment Opportunity Commission administers Title VII. This law is applicable to all employers who have at least 15 employees. This law prohibits employers from discriminating against individuals on the basis of

Human Resources Laws: Everything You Need to Know

The following information should help demystify the complex patchwork of federal, state, and local laws that govern employment law and other aspects of managing human resources. This section covers laws related to hiring and firing, wages and benefits, discrimination and

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harassment, workplace safety, workplace privacy, and more. More.

~~Employment Law and Human Resources—FindLaw~~

Industry Advice Law & Criminology Management. Human resources (HR) professionals are responsible for strategically managing employees within an organization while remaining compliant with laws that govern employee rights and employer obligations. If an organization violates these complex and ever-changing regulations, it exposes itself to risk, including lawsuits, financial losses, and reputation damage.

~~HR Laws & Regulations Every HR Professional Should Know~~

Packed with cutting-edge cases and hands-on applications, Walsh's EMPLOYMENT LAW FOR HUMAN RESOURCE PRACTICE, 6E explains the major issues and rules of employment law in understandable terms. You learn how laws impact your career, as a manager or employee.

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Select New York employment requirements are summarized below to help an employer understand the range of employment laws affecting the employer-employee relationship in the state. An employer must comply with both federal and state law. ... The New York State Human Rights Law (NYSHRL), which applies to all employers, prohibits an employer from ...

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those laws, to protect both your company and your employees. ... SHRM Essentials of Human Resources. SHRM21 ...

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Individuals covered under Equal Employment Opportunity (EEO) laws are protected from illegal discrimination, which occurs when people who share a certain characteristic, such as race, age, or gender, are discriminated against because of that characteristic. People who have the designated characteristics are called the protected class.

~~HR Management: Laws and Regulations~~

Employment Laws known as Labor Standards. Governor Cuomo enacted a law that provides benefits - including sick leave, paid family leave, and disability benefits - to New York employees impacted by mandatory or precautionary orders of quarantine or isolation due to COVID-19.

~~Employment Laws known as Labor Standards – New York State ...~~

Alison Doyle. Updated December 01, 2019. The United States Department of Labor oversees and enforces more than 180 federal laws governing workplace activities for about 10 million employers and 125 million workers. The following is a list of employment laws that regulate hiring, wages, hours and salary, discrimination, harassment, employee benefits, paid time off, job applicant and employee testing, privacy, and other important workplace and employee rights issues.

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~~Comprehensive List of U.S. Employment and Labor Laws~~

Examination announcements are posted on campus on the bulletin board outside the Human Resources Office, Wales 103. Civil Service examination and vacancy notices, as well as examination applications, are available online from the employment section of the Broome County website at www.gobroomecounty.com.

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Tangible employment actions include things like firing, demotion or suspension. Note however that under the New York City Human Rights Laws, the above affirmative defense (that the employer took reasonable care and the plaintiff did not avail him or herself of corrective opportunities) is not available to employers.

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Other important laws that govern significant aspects of labor relations and human resource management include the following: Davis-Bacon Act of 1931—This law requires the payment

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of minimum wages...

~~Human Resources Management and the Law - Encyclopedia ...~~

Specifically, high-profile cases of sexual harassment have resulted in an outpouring of women speaking up about sexual harassment in the workplace. This points to the important role of HR managers in protecting workers' rights. There are laws at both the federal and state level that protect employees. In addition to protecting employees from discriminatory practices and harassment, these laws cover hiring and firing, workplace safety, fair pay, family and medical leave, and much more.

~~Importance of Employment Law for HR Professionals~~

The Society for Human Resource Management (SHRM) is the world ' s largest HR association, with 300,000 members creating better workplaces. ... 2020 in Review: HR & Employment Law. United States ...

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HR Basics is a series of short lessons, designed to highlight what you need to know about a particular human resource management topic. In today ' s HR Basics...

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