

Speaker Information Form



Speaker Information

Speaker Name

James M Reid, IV

Email

James.Reid@dinsmore.com

Location

Ann Arbor, MI; Flexible

Session Information

Session Title

- **THE IMPORTANCE OF EMPLOYEE EDUCATION AS A PREVENTATIVE MEASURE**

Session Description

Understand how to be prepared to audit processes and implement change based on required and recommended training. We will explore the purpose and benefits of employee training. Mandated training versus recommended training: considering federal, state, and local law requirements, as well as industry standards and best practices. This presentation will provide the tools necessary to tailor training to your audience: training for employees, managers, and executives; best practices for documenting employee training.

Learning Outcomes

- Review of company policies, including Anti-Harassment and Discrimination Policies, to educate employees regarding lawful and unlawful conduct.
- By educating employees regarding acceptable/unacceptable behavior and the perceptions of others, you can prevent unlawful behavior in the future.
- The EEOC outlines the components of an effective anti-harassment/discrimination policy, which includes training.
- Attendees will be able to make strategic business decisions, from hiring to firing, while complying with overlapping laws (including ADEA, FLSA, FMLA, NLRA, and Title VII).
- How to perform internal investigations to comply with wage and hour practices and defend against claims of discrimination and harassment, discussing recommended trainings and employment documents that cover all aspects of the life cycle of an employee.