

Good HR is Good Risk Management

Employees are usually a business's biggest asset. Conversely, those same employees are also the biggest risk. If you have employees, you have employee-centric exposures, also known as people risks. These risks are rapidly increasing and evolving, and what were once considered minor problems are now potentially disastrous for businesses. These types of challenges often relate to:

- ▶ Discrimination, EEO, ADA
- ▶ Employee Relations
- ▶ Performance Management
- ▶ Policies and Procedures
- ▶ Recruiting and Hiring
- ▶ Conflict Resolution
- ▶ Hiring Practices
- ▶ Terminations
- ▶ Workplace Violence
- ▶ Culture and Engagement
- ▶ Leaves of Absence, FMLA
- ▶ PDL, USERRA
- ▶ Wage and Hour
- ▶ Worker Classification
- ▶ Workers' Compensation
- ▶ Benefits Compliance
- ▶ State and Regional Laws
- ▶ COBRA, ERISA, HIPAA, ACA
- ▶ Safety and OSHA
- ▶ Unlawful Harassment
- ▶ Substance Abuse
- ▶ Marijuana Laws
- ▶ Employee Mental Health
- ▶ Cyber Security

Bringing It All Together to Guide Your People Risk Management Strategy



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