

Employment Law for Accountants Self-Study Webinar (11 Hours)

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Self Study Webcast
Jun 3

Overview:

Employment law is constantly evolving. Accountants and financial professionals who fail to understand the basics of employment law run the risk of creating low employee morale, substandard productivity and the potential for employee lawsuits. In this self-study webinar, you will:

- Examine the federal laws that regulate hiring procedures
- Navigate the minefield surrounding wrongful discharge suits
- Analyze the various forms of workplace discrimination
- Develop a process for preventing or correcting a sexually hostile work environment
- Learn how to contend with employee privacy issues

Objective:

To provide the financial professional who has management responsibility for employees with an overview of the legal issues that impact the entire employment process. Participants will learn practical strategies for creating a climate of good intentions and integrating the necessary legal/management skills that prevent costly employee lawsuits. This course will aid the manager in creating an environment where employees can thrive.

[Detailed Learning Objectives](#) [1]

Emphasis:

- Review existing employment regulations
 - Title VII of Civil Rights Act of 1964
 - Age Discrimination in Employment Act of 1967 (ADEA)
 - Americans with Disabilities Act (ADA)
 - Pre-employment testing and questions not to ask
 - Distinguish among various wrongful discharges, including:
 - Lack of effective disclaimer
 - Individual oral promise and company-wide oral policy
 - Public policy, public rights and personal rights
 - How to create job descriptions that work
 - Conscientious Employee Protection Act (whistleblowing)
 - Types of sexual harassment claims: Quid pro quo, hostile environment and "Reasonable Woman" standard
 - Disciplinary action for insubordination, absenteeism/tardiness and safety violations
 - Monitoring phone conversations and voice mail
 - Policies for Internet and email usage
 - Drug testing in the workplace
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Bottom Prerequisite:

None.

Preparation:

No advance preparation required.

Level of Knowledge:

Overview.



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Links:

[1] [https://www.cpeonline.com/JavaScript:showObjectivesPopup\(\);](https://www.cpeonline.com/JavaScript:showObjectivesPopup();)