

## OSHA, EEO and Other Training Programs

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We function as more than a traditional law firm. As consultants to employers for over 70 years, we are actively involved in working closely with management personnel to help them improve their employee relations and general management skills, as well as avoid costly lawsuits, agency charges and other legal actions.

One of the cornerstones of our preventive relations philosophy is our emphasis on training personnel on an ongoing basis. We provide educational seminars on wide-ranging topics.

### Experience

Below is a representative sample of the types of training programs provided by Laner Muchin attorneys:

- ✓ Anti-harassment and anti-discrimination training for both managers and employees, with the objective of fostering a discrimination/harassment-free workplace, improving employee retention, and reducing the risk of employer liability.
- ✓ Hiring/Recruiting program, including training on legally compliant employment applications, legally compliant interviewing techniques, proper adherence to background checks and drug/alcohol pre-employment tests, among a range of other topics related to the hiring process. Our hiring training programs assist employers in making better – and legally compliant – hiring decisions.
- ✓ Training on effective personnel management, including effective disciplinary and management techniques, appropriate documentation practices, productive performance evaluations, techniques to maintain a union-free status, among other related topics.
- ✓ Terminating an employee is often fraught with risk. We provide training programs that educate employers on not only reducing the risk of liability when it comes to termination decisions, but also to develop strategies to avoid litigation altogether.

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- ✓ Social media training, including appropriate (and inappropriate) use of social media in the hiring process and lawful/unlawful restrictions on employee use of social media.
- ✓ Training on the administration of leave of absence programs in compliance with federal, state and local laws, including the Family and Medical Leave Act (FMLA), the Americans with Disabilities Act (ADA), state and local sick leave and pregnancy discrimination laws, and other analogous laws and regulations.
- ✓ OSHA training programs, including best practices to maintain compliance with OSHA standards, recordkeeping, injury-reporting and OSHA safety requirements. Our OSHA training programs also prepares clients for responding to workplace accidents and provides guidance on what to do if OSHA initiates a surprise visit to your facility.

## News, Events, and Publications

### **Peter Gillespie to Host OSHA Recordkeeping Requirements Webinar on March 14**

02.17.2023

### **Laner Muchin Adds to Growing Firm Roster with Addition of Associates Jolianne S. Alexander and Amber N. Lukowicz**

04.16.2021