

*Webinar on*

# **Proper Way to Terminate Employees with Performance Issues without Violating Title VII of the Civil Rights Act**

# Learning Objectives

*Learn how employees should be terminated with dignity respect and within regulations*

*Learn how to mitigate wrongful termination allegations before they happen*

*Create a termination checklist that will reduce your risk when making a decision to terminate*

*Gain knowledge of the EEOC regulations and guidelines to prevent allegations of discrimination or wrongful termination*

*Use training of your managers to reduce your risk since you can be held liable for Managers/Supervisors with bad management and poor judgment in handling employees*



This webinar covers Equal Employment Opportunity Commission (EEOC) establishing increased awareness on how employees can make these charges.

**PRESENTED BY:**

*HR Compliance Solutions, LLC Compliance Officer - Margie Faulk, PHR, SHRM-CP is a senior level human resources professional with over 14 years of HR management and compliance experience. Margie is bilingual (Spanish) fluent and Bi-cultural. Is a member of the Society of Corporate Compliance & Ethics (SCCE).*

On-Demand Webinar

Duration : 90 Minutes

Price: \$200

# Webinar Description

Employers have always avoided the termination either because it is not easy to terminate someone or because it can be difficult to defend any allegations of wrongful termination. Cases of wrongful termination have emerged and increased since the late 2000 year. Research has identified the following factors in this increase:

- Employees more aware and knowledgeable of the workplace rights
- Employees taking chances of making “a killing” by charging discrimination
- Equal Employment Opportunity Commission (EEOC) establishing increased awareness on how employees can make these charges
- New whistleblower protections for employees who turn in Employers
- More resources on websites by the Department of Labor (DOL) providing employees with ways to confirm if Employers are violating current regulations

Because of these and other factors, Employers are now more than ever, at risk of litigation against termination decisions. The EEOC has established definitions and guidelines of what constitutes discrimination and what employees are part of “protected classes” and discrimination claims. Now that there have been additional protections under EEOC, Employers should consider these regulations and prepare for those potential risks.



Employers need to be aware of the cost of these actions via litigation, fines & penalties and even criminal sanctions. Employers need to ask if they have the protections they need when they make decisions on termination, reduction in force, demotion, suspensions and disciplinary actions.

DOL and EEOC regulations and guidance on discrimination and wrongful termination allegations

What disciplinary actions should lead to termination and which should not?

What certain allegations by employees should be prioritized and handled expeditiously

How much money in fines & penalties can be levied against an Employer?

The Civil Rights Act and discrimination allegations cases

Factors that may influence a wrongful termination case

Punitive damages and criminal sanction in these cases



# Who Should Attend ?

*Human Resources professionals*

*Employers, Business owners*

*Managers/Supervisors, Executives*

*Compliance professionals*

*Professionals who handle employee relations issues*



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