

Liability Assessment

Compliance is Essential



Ensure That Your Company is in Compliance with Federal and State Laws

Due to the multitude of Federal and State Employment Laws, employers are faced with increasing exposure to liability. If the government comes to your workplace and determines that you are non-compliant, it is too late—the penalties alone can force your company out of business.

If your organization is like most companies, you probably do not have a current employee manual stating your ADA and sexual harassment policies. You might not have current job descriptions or any job descriptions at all. Employee manuals and job descriptions are examples of tools companies use to establish consistent compliance with employment laws. Policies and procedures instill consistency within an organization which is essential in preventing and defending against discrimination-based lawsuits.

How Epiphany Law Can Help

Step one is a confidential and private “Liability Assessment” of your company’s employment practices to determine if they comply with Federal and State Employment Laws. Based on the Liability Assessment, Epiphany Law will create a report illustrating where updates, new policies, or new procedures are needed. In the final step, we work with you to develop policies and procedures that meet the unique needs of your organization and comply with the law.

While the process may seem complicated, working with a knowledgeable employment law attorney at Epiphany Law will ensure that your legal liability is minimized to the fullest extent possible.





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Q Does my company need to comply with Federal & State Employment Laws?

A Wisconsin State Law makes it unlawful for any employer to discriminate against employees and job applicants based on any of the following: age, ancestry, color, national origin, pregnancy or childbirth, race, creed, sex, disability, sexual orientation, arrest record, conviction record, marital status, genetic testing, honesty testing, membership in the National Guard, state defense force or any reserve component of the military forces of the United States or this state, or use or nonuse of lawful products off the employer's premises during nonworking hours. These are a lot of rules to follow.

Q What does the Family Medical Leave Act require of my company?

A The Family and Medical Leave Act (FMLA) requires that most employers must allow employees of either sex up to six (6) weeks of leave in a twelve-month period for the birth or adoption of a child, up to two (2) weeks of leave in a twelve-month period for the care of a child, spouse or parent with a serious health condition, and up to two (2) weeks of leave in a twelve-month period for the employee's own serious health condition.

Q What is the penalty for not displaying Employee Rights or FMLA posters?

A The penalty for violation (not posting) is \$100 for each offense. The employees' rights posters are available from the Department of Workforce Development (DWD). Additionally, all employers who have 25 or more employees must post a notice which states the employer's policies for family and medical leave and employers with 50 or more employees must also post, in one or more conspicuous places, a poster developed by the DWD, which states employees' rights under FMLA. Questions? Call the employment law experts at Epiphany Law.

Rely on Epiphany Law as your source of business law expertise for your growing organization.



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