HR Compliance Through the Employee Lifecycle

Talent Acquisition

- Laws enforced by the Equal Employment Opportunity Commission (EEOC) include:
  - Pregnancy Discrimination Act
  - Equal Pay Act (EPA)
  - Age Discrimination in Employment Act (ADEA)
  - Americans with Disabilities Act (ADA)
  - Fair Labor Standards Act (FLSA)
  - Genetic Information Nondiscrimination Act (GINA)

Payroll

- The Fair Labor Standards Act (FLSA)
- Federal Insurance Contributions Act (FICA)
- Federal Unemployment Tax Act (FUTA)
- Consumer Credit Protection Act (CCPA)

Onboarding

- I-9 Employment Eligibility Verification (U.S. Citizenship & Immigration Services)
- Occupational Safety & Health (OSH) Act

Benefits Administration

- Family and Medical Leave Act (FMLA)
- Affordable Care Act (ACA)
- Consolidated Omnibus Budget Reconciliation Act (COBRA)
- Employee Retirement Income Security Act (ERISA)
- Health Insurance Portability and Accountability Act (HIPAA)
- Genetic Information Nondiscrimination Act (GINA)
- Equal Pay Act (EPA)
- National Labor Relations Act (NLRA) (collective bargaining)

Performance & Compensation

- Worker Adjustment and Retraining Notification (WARN) Act

Learning & Development

- Worker Adjustment and Retraining Notification (WARN) Act

Separation

- Worker Adjustment and Retraining Notification (WARN) Act

The EEOC has been used nearly 463 million times by working people who needed to care for their loved ones.

In 2021, employers paid over $139 million in back wages for overtime violations.

Between FY 2018 and FY 2021, the EEOC recovered $299.8 million for individuals with sexual harassment claims.

An employer that violates the WARN Act is liable to each affected employee for an amount equal to back pay and benefits for the period of violation up to 60 days.

An integrated HR and payroll software system makes compliance easier because everything is connected to a single employee record from pre-employment screening to retirement. Find out more. Compliance scores and seamless compliance management across the employee lifecycle.