



Essential HR and Compliance Practices

Ensure these best practices are in place to help guide your HR & compliance strategy.

- Dedication to improving HR practices.
- Robust hiring process.
- Thorough background checking and skills testing.
- Team interviewing for technical and cultural fit.
- Consistent onboarding and orientation process.
- Continuous training of management in compliance and leadership.
- Sexual harassment training for all managers and employees.
- Up-to-date employee handbook and personnel policies.
- Proper use of offer letters and contracts.
- Compliance with wage and hour obligations.
- Efficient retention and turnover prevention strategies.
- Effective performance management system.
- Ongoing employee surveys and focus groups.
- Proper discipline and termination techniques.
- Appropriate handling of employee complaints.
- Inclusion of regular scorecards or HR status reports.
- Audits of compliance practices.
- Access to experienced HR professionals for escalated issues.
- Employment practices liability insurance.