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Small Employers and Reasonable Accommodation Springer Science & Business Media

Equal Employment Opportunity Compliance Guide, 2020 Edition is the comprehensive and easy-to-use guide that examines all the major administrative and judicial decisions, interpretive memoranda, and other publications of the EEOC, providing complete compliance advice that is easy to follow - as well as the full text of the most important EEOC publications - and more - on CD-ROM. This one-stop "EEO solution" delivers completely current coverage of compliance developments related to: Harassment - Including thorough coverage of the employer's prevention responsibilities Disability - Fully comply with all requirements including the accommodation of work schedules Religious discrimination - Keep current with the most recent developments, including "reverse" religious discrimination Gender-identity discrimination - Avoid high profile and potentially costly mistakes Previous Edition: Equal Employment Opportunity Compliance Guide, 2019 Edition, ISBN 9781543800043

questions and answers Wolters Kluwer

Mirroring a worldwide phenomenon in industrialized nations, the U.S. is experiencing a change in its demographic structure known as population aging. Concern about the aging population tends to focus on the adequacy of Medicare and Social Security, retirement of older Americans, and the need to identify policies, programs, and strategies that address the health and safety needs of older workers. Older workers differ from their younger counterparts in a variety of physical, psychological, and social factors. Evaluating the extent, causes, and effects of these factors and improving the research and data systems necessary to address the health and safety needs of older workers may significantly impact both their ability to remain in the workforce and their well being in retirement. Health and Safety Needs of Older Workers provides an image of what is currently known about the health and safety needs of older workers and the research needed to encourage social policies that guarantee older workers a meaningful share of the nation's work opportunities.

Laws Enforced by EEOC Laws Enforced by EEOC Title VII of the Civil Rights Act of 1964, as Amended; the Age Discrimination in Employment Act of 1967, as Amended; the Equal Pay Act of 1963; Sections 501 and 505, Rehabilitation Act of 1973, as Amended (prohibitions Against Discrimination Because of Handicap in the Federal Sector). Laws Enforced by the U.S. Equal Employment Opportunity Commission EEOC Compliance Manual Job and Work Analysis Methods, Research, and Applications for Human Resource Management

There is much to understand about employment discrimination law as a social system. What drives the growing trend toward litigation? To what extent does discrimination persist and why does it vary by organizational and market context? How do different groups perceive discrimination and what, if anything, do they do about it? How do employers respond to discrimination law? What is the effect of broader political and legal currents? What is the relationship between anti-discrimination law and social inequality? This book presents answers, from a distinguished group of scholars, and social scientists, offering a broad reconsideration of employment discrimination and its treatment in law.

The Safe Hiring Manual SAGE

From Hello to Goodbye is the HR professional's complete guide to understanding the various ways business relationships end, managing disability and leave issues, properly classifying workers, maintaining an inclusive workplace, increasing retention, and avoiding litigation. The second edition has been updated to reflect new research and best practices in addition to recent legal and regulatory compliance complexities.

A Reference Manual Nolo

Enacted nearly fifty years ago, the Civil Rights Act codified a new vision for American society by formally ending segregation and banning race and gender discrimination in the workplace. But how much change did the legislation actually produce? As employers responded to the law, did new and more subtle forms of inequality emerge in the workplace? In an insightful analysis that combines history with a rigorous empirical analysis of newly available data, Documenting Desegregation offers the most comprehensive account to date of what has happened to equal opportunity in America—and what needs to be done in order to achieve a truly integrated workforce. Weaving strands of history, cognitive psychology, and demography, Documenting Desegregation provides a compelling exploration of the ways legislation can affect employer behavior and produce change. Authors Kevin Stainback and Donald Tomaskovic-Devey use a remarkable historical record—data from more than six million workplaces collected by the U.S. Equal Employment Opportunity Commission (EEOC) since 1966—to present a sobering portrait of race and gender in the American workplace. Progress has been decidedly uneven: black men, black women, and white women have prospered in firms that rely on educational credentials when hiring, though white women have advanced more quickly. And white men have hardly fallen behind—they now hold more managerial positions than they did in 1964. The authors argue that the Civil Rights Act's equal opportunity clauses have been most effective when accompanied by social movements demanding changes. EEOC data show that African American men made rapid gains in the 1960s at the height of the Civil Rights movement. Similarly, white women

gained access to more professional and managerial jobs in the 1970s as regulators and policymakers began to enact and enforce gender discrimination laws. By the 1980s, however, racial desegregation had stalled, reflecting the dimmed status of the Civil Rights agenda. Racial and gender employment segregation remain high today, and, alarmingly, many firms, particularly in high-wage industries, seem to be moving in the wrong direction and have shown signs of resegregating since the 1980s. To counter this worrying trend, the authors propose new methods to increase diversity by changing industry norms, holding human resources managers to account, and exerting renewed government pressure on large corporations to make equal employment opportunity a national priority. At a time of high unemployment and rising inequality, Documenting Desegregation provides an incisive re-examination of America's tortured pursuit of equal employment opportunity. This important new book will be an indispensable guide for those seeking to understand where America stands in fulfilling its promise of a workplace free from discrimination.

Hearing Before the Subcommittee on Employment Opportunities of the Committee on Education and Labor, House of Representatives, Ninety-eighth Congress, Second Session, Hearing Held in Washington, DC, on December 14, 1984 Amer Law Inst

An insiders' view of women's life in the corporate world, and an invaluable case study of how reform really happens.

Achieving Representation of Minorities and Women in the Federal Work Force Russell Sage Foundation
What you need to know about the FMLA, whether your workers are on-site or remote The federal Family and Medical Leave Act (FMLA) helps employees balance the demands of work and family. But the law can be hard for employers to apply in the real world—especially when it comes to tracking intermittent leave, completing the proper paperwork, and determining eligibility for different types of leave. This book has the answers—in plain English—to every employer's tough questions about the FMLA. It provides detailed information, sample forms, and tools that will help you and your managers figure out: who is eligible for leave what types of leave are covered how much leave employees may take, and how to comply with notice and other paperwork requirements. The 6th edition covers all of the latest changes to the FMLA, including those related to the COVID-19 pandemic, as well as changes to state family and medical leave laws. With Downloadable Forms: download an FMLA policy, notice forms, certification forms, checklists, and more (details inside).

Equal Employment Opportunity 2017 Compliance Guide Cengage Learning

Equal Employment Opportunity Compliance Guide, 2017 Edition is the comprehensive and easy-to-use guide that examines all the major administrative and judicial decisions, interpretive memoranda, and other publications of the EEOC, providing complete compliance advice that is easy to follow - as well as the full text of the most important EEOC publications - and more - on CD-ROM. This one-stop -EEO solution- delivers completely current coverage of compliance developments related to: Harassment - Including thorough coverage of the employer's prevention responsibilities Disability - Fully comply with all requirements including the accommodation of work schedules Religious discrimination - Keep current with the most recent developments, including -reverse- religious discrimination Gender-identity discrimination - Avoid high profile and potentially costly mistakes

Policy Guidance On Current Issues Of Sexual Harassment, Notice, March 19, 1990 Unc School of Government

Packed with the most current cases and examples available, EMPLOYMENT LAW FOR HUMAN RESOURCE PRACTICE, 5E addresses human resource practices associated with each stage of the employment process—from hiring, to managing, to firing—as it emphasizes the application of legal concepts to business situations. News clippings, hypothetical situations, and other hands-on applications offer students opportunities to develop issue spotting, critical thinking, and legal reasoning skills that will be integral in their future careers as human resource managers. Covering the most important employment law topics, the Fifth Edition is completely up to date with the latest legislation, new regulations, and recent case law. It includes extended coverage of the rights of vulnerable employees under the Americans with Disabilities Act, racial discrimination, the use of background checks, the Family Medical Leave Act, and more. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

Equal Employment Opportunity 2020 Compliance Guide Wolters Kluwer

Thoroughly updated and revised, this Second Edition is the only book currently on the market

to present the most important and commonly used methods in human resource management in such detail. The authors clearly outline how organizations can create programs to improve hiring and training, make jobs safer, provide a satisfying work environment, and help employees to work smarter. Throughout, they provide practical tips on how to conduct a job analysis, often offering anecdotes from their own experiences.

The Civil Rights Act of 1991 National Academies Press

Laws Enforced by EEOC Title VII of the Civil Rights Act of 1964, as Amended; the Age Discrimination in Employment Act of 1967, as Amended; the Equal Pay Act of 1963; Sections 501 and 505, Rehabilitation Act of 1973, as Amended (prohibitions Against Discrimination Because of Handicap in the Federal Sector). Laws Enforced by the U.S. Equal Employment Opportunity Commission EEOC Compliance Manual Job and Work Analysis Methods, Research, and Applications for Human Resource Management SAGE

Facts about Race/color Discrimination

This is a guide to help you as an employer design and implement programs to ensure fair and equal treatment for all persons, regardless of race, color, religion, sex or national origin, in all employment practices.

Recruitment and Selection Law for Local Government Employers

The law of hiring is a patchwork of rules. Some are directly stated in federal or state statutes and regulations, some are interpreted or derived from statutes, and others are rules of common law. In the public sector, other rules derive from the federal and state constitutions. This book covers the law of recruitment and selection as it applies to North Carolina local government and community college employers. The book will also benefit mental health authorities, water and sewer authorities, public health authorities, local ABC boards, and Councils of Government. Initial chapters of the book survey the various rules that comprise the law of hiring for public employers. Later chapters look more closely at the different stages of the hiring process. Although the book primarily focuses on how laws impact North Carolina local governments, it also covers these federal laws applicable to other states: -Fair Credit Reporting Act -Immigration Reform and Control Act -Americans with Disabilities Act -Genetic Information Nondiscrimination Act -federal anti-discrimination laws -Equal Employment Opportunity Commission (EEOC) The book includes an index of cases, an index of statutes, a subject index, and five appendixes related to small employers, affirmative action, validation of employment selection devices, the Fair Credit Reporting Act, and the EEOC.

The Essential Guide to Family & Medical Leave

The Civil Service Reform Act made federal agencies responsible for establishing recruiting programs to eliminate underrepresentation of minorities and women in the federal work force. The act required the Equal Employment Opportunity Commission (EEOC) to establish guidelines for agencies to use in carrying out the program and the Office of Personnel Management (OPM) to issue regulations implementing a minority recruitment program. OPM required agencies to develop and have in operation by October 1, 1979, plans for eliminating underrepresentation of minorities and women. As of January 1980, about 70 percent of the agencies were still developing plans. Several policy issues need to be resolved which will affect the direction of the government's efforts to recruit, hire, and promote minorities and women in sufficient numbers to achieve a representative work force. These issues include: (1) how the labor force of the United States is to be defined; (2) how to use the civilian labor force for measuring underrepresentation for the recruitment program; and (3) how to integrate the use of the civilian labor force into the affirmative action goal-setting process. OPM and EEOC need to work together to successfully resolve these issues. None of the eight agencies which GAO reviewed had operational recruitment plans in place by October 1, 1979, because of late program guidance, significant data collection requirements, and uncertainty over program relationship to other programs. During the first year, neither OPM nor EEOC fully discharged their responsibilities for evaluating the recruitment program. Because few plans had been developed and implemented, the annual report was a status report on the program which did not address the program's effectiveness. OPM and EEOC need to coordinate their activities to assure a clear understanding of their respective responsibilities, eliminate potential duplicative efforts, and minimize the burden the two programs place on agencies. They need to clearly delineate who reviews guidance and what actions must be taken to resolve conflicts. The two agencies have not fully coordinated their evaluation efforts and differ on their approaches to measuring underrepresentation.

United States Code

Today's employers are concerned about hiring safe and qualified employees and they want to avoid the financial and legal nightmares of even one bad hiring decision. The author, who is an attorney, explains in detail the necessary best practice standards to be used throughout the hiring process. All the "why's and how-to's" are provided for implementing necessary employment practices that will keep a business safe and out of court. Ideal for all employers and HR.

Family Responsibilities Discrimination

A practical, expert-reviewed guide to growing software engineering teams effectively, written by and for hiring managers, recruiters, interviewers, and candidates.

Equal employment opportunity under federal and state laws

Equal Employment Opportunity Compliance Guide, 2019 Edition is the comprehensive and easy-to-use guide that examines all the major administrative and judicial decisions, interpretive memoranda, and other publications of the EEOC, providing complete compliance advice that is easy to follow - as well as the full text of the most important EEOC publications - and more - on CD-ROM. This one-stop "EEO solution" delivers completely current coverage of compliance developments related to: Harassment - Including thorough coverage of the employer's prevention responsibilities Disability - Fully comply with all requirements including the accommodation of work schedules Religious discrimination - Keep current with the most recent developments, including "reverse" religious discrimination Gender-identity discrimination - Avoid high profile and potentially costly mistakes Previous Edition: Equal Employment Opportunity Compliance Guide, 2018 Edition, ISBN 9781454883944

Documenting Desegregation

Older Workers Benefit Protection Act

Health and Safety Needs of Older Workers