



## **Training as a Cost-Effective Compliance Strategy**

Employees can be discriminated against for many reasons. According to the Equal Employment Opportunity Commission the main reasons are age, disability, equal pay, national origin, pregnancy, race, religion, retaliation, sex, and sexual harassment. (EEOC home page)

There are also many ways in which an employee can be discriminated against. According to the EEOC an employee can be discriminated against in any aspect of employment, including everything from compensation, assignment, or classification of employee, to job advertisements and even transfers, promotions, layoffs, and recalls. (EEOC discriminatory practices) This wide span of reasons and ways to discriminate leaves employers open to many lawsuits, especially if their managers and leaders are not trained on the topics.



Examples like these show the value of employers properly educating their staff. Training employees on all reasons and ways of discrimination helps them understand they need to avoid costly mistakes

### **Cost of Non-Compliance**

Non-compliance costs include fines settlements, business disruption, productivity loss, revenue loss etc. What's more, it's getting more expensive every year.

The average cost for organizations that experience non-compliance problems is \$14.82 million, a 45% increase from 2011. While it's easy to ascribe this increase to the high-profile fines, the real cost of non-compliance is much more serious.

According to the study, the biggest cost of non-compliance is business disruption rather than any fines or penalties. When found to be non-compliant, businesses can be forced to implement compliance changes before being able to resume business.

This can have a knock-on effect on business areas that aren't even subject to the regulations being breached, potentially paralyzing the entire business. If compliance has to come in the form of new processes being introduced, further disruption will come in the implementation and training of staff.

The [key objectives of compliance training](#) are to:

- Ensure that staff are aware of their compliance responsibilities
- Reduce risk for fines, penalties and criminal sanctions
- Remove legal liability from the organization in the event of malpractice and vicarious liability by their Leadership, Managers and HR Professionals
- Protect the organization's reputation
- Encourage a better workplace culture

## Other Factors

### Qualified and Certified HR and Compliance Trainer

Ensure you hire a qualified and certified compliance professional who has conducted training for all populations. They need to have credentials and provide proper tracking for all training conducted. Depending on your state regulations, those who conduct mandatory training will support you with follow up on all inquiries and guide you to be compliant. The trainer should be able to conduct training onsite, seminar style and online training.

Your corporate compliance training should cover your internal regulations as well as external laws. You should also conduct a **risk assessment** to identify areas of high risk so you can prioritize resources to tackle these first and ensure appropriate and sensible control measures are put in place.



### Make It Accessible

Employees are busy and taking them away from their working environment to do their corporate compliance training limits how often you can provide training and the positive impact it will have.

By making your content available online, you're able to provide 24/7 training, so your staff can keep up to date regardless of their location.

You also reduce the risk of regulation changes being missed as online training programs allow you to update content in real-time. As your practices and policies change, so can your resources. Remember, consistency is key.

### Follow-Up on an Annual Basis

Don't forget to stay in touch with your attendees to see if they need additional services or update training needs. Use email automation to stay connected and to establish continued support.

Creating an effective corporate compliance training program that addresses all of your organization's requirements and is easily accessible will prove to be of huge value to the business. Your role should be to educate your employees to ensure they have all the information they need. By considering the points above, you're on the right track to ensuring the business is approaching training in an ethical and compliant way.

## **Provide Compliance Updates**

Providing Compliance Alerts will remind your clients of the need for creating a strategy to maintain compliance and learning about new regulations.

## **Training as a Cost-Effective Risk Management Strategy**

Training continues to be a cost-effective risk management strategy. With all the changes in federal, state and local regulations it is more critical now to ensure training for leaders, Managers, Supervisors, HR Professionals and Compliance Professionals. There are so many training options to choose from that it is important to have a trainer with compliance experience, experience with creating and conducting training, and with the necessary credentials.

## **Margie Faulk, PHR, SHRM-CP, High Value/Low Cost Compliance Training Option**

Margie Faulk, PHR SHRM-CP, Compliance Officer for HR Compliance Solutions, LLC has over 15 years of HR and Compliance experience, Margie has been providing compliance training for over 21 compliance institutes for 5 years. Margie is offering her own compliance training for her contacts, members and subscribers. The High Value/Low Cost Compliance Training Series is offered at a lower cost than other compliance trainings Margie conducts with other compliance institutes. The compliance series is Margie's commitment to the HR and Compliance Industries that has provided her with great mentors, colleagues and support throughout her HR and Compliance career. Cost of these compliance webinar trainings range from **\$49-\$99 a 50% savings** from the company sponsored webinars. Free customized compliance tools created by Margie will be part of the resources and HR certification from SHRM will be offered as well.

**Contact Margie Faulk, PHR, SHRM-CP to schedule your High Value/Low Cost Compliance Training at [mfaulk@hrcompliance.net](mailto:mfaulk@hrcompliance.net) or via cell phone at (407)914-7336.**

***For more information about the impact of Workplace Compliance Regulations, please subscribe to my website at [www.hrcompliance.biz](http://www.hrcompliance.biz) and receive updated compliance alerts, webinar notices and information on compliance resources!***



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