

# UNDERSTANDING EMPLOYMENT LAW

by

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- How far does an employer have to go in making **RELIGIOUS ACCOMMODATIONS** for an employee?
- If an employer terminates a 65-year old, but then hires a 45-year old as a replacement ... can that be **AGE DISCRIMINATION**?
- What is **TITLE VII** ... and how does it really work in relation to “**EMPLOYMENT AT WILL**”?
- What is the **HONEST BELIEF RULE** and why is it critical to employers?
- What is the difference between **LEGAL DISCRIMINATION** and **ILLEGAL DISCRIMINATION**?
- How discrimination law works for such protected classes as “**AGE**,” “**PREGNANCY**,” “**RELIGION**,” and so on.
- Why does “**HEARSAY**” not apply to the workplace?
- When can you rely on the **STATEMENTS** given to you by employees?
- What is **PROMISSORY ESTOPPEL** ... and what do managers need to understand?
- How does “**RETALIATION LAW**” really work ... and how has it changed so drastically in the last few years?
- Why employers are now **REQUIRED** to regulate employees’ “**OFF DUTY ACTIVITIES**.”
- What rights do employees have regarding **SOCIAL MEDIA**, such as Twitter, Facebook, etc.?
- What rights do employees have under the **NLRA** to “bad mouth” their employer?

**...and MUCH, MUCH more...**

Join Scott as he outlines for you the various aspects of Employment Law in his own unique, practical, entertaining and humorous style. Scott will not only outline these processes for you, but he will review how to use this information **IMMEDIATELY!**



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*Business First's 20 People To Know In HR*

*CEO Magazine's 2008 Human Resources "Superstar"*

*Nationally Certified Emotional Intelligence Instructor*

**2012, 2008, 2007, 2006 and 2003 SHRM National Diversity Conference Presenter**

**Scott Warrick** combines the areas of law and human resources to assist organizations in **"Solving Employee Problems BEFORE They Happen."** Scott uses his unique background of **LAW** and **HUMAN RESOURCES** to help organizations get where they want to go, which includes coaching and training managers and employees in his own unique, practical and entertaining style.

**[Scott Trains Managers and Employees ON-SITE in over 50 topics](#)**

***LET SCOTT DESIGN A PROGRAM FOR YOU!***

Scott's **["Employment Law Videos"](#)** on the ADA, FMLA, FLSA and Harassment.

**["The Human Resource Professional's Complete Guide To Federal Employment And Labor Law"](#)** &

Scott's **["Do It Yourself HR Department"](#)**

are favorites for anyone wanting to learn Employment Law and run an HR Department.

**Scott's academic background and awards include:**

Capital University College of Law (Class Valedictorian (1st out of 233))

Master of Labor & Human Resources and B.A. in Organizational Communication:  
The Ohio State University

The Human Resource Association of Central Ohio's Linda Kerns Award for Outstanding Creativity in the Field of HR Management and the Ohio State Human Resource Council's David Prize for Creativity in HR Management

For more information on Scott, just go to [www.scottwarrick.com](http://www.scottwarrick.com)