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Title VII of the Civil Rights Act of 1964 is one example of a human resource law in the United States. The Equal Employment Opportunity Commission administers Title VII. This law is applicable to all employers who have at least 15

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employees. This law  
prohibits employers  
from discriminating  
against individuals on  
the basis of

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Laws: Everything You  
Need to Know~~

The following  
information should  
help demystify the  
complex patchwork of  
federal, state, and

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local laws that govern  
employment law and  
other aspects of  
managing human  
resources. This  
section covers laws  
related to hiring and  
firing, wages and  
benefits,  
discrimination and  
harassment,  
workplace safety,  
workplace privacy,  
and more. More.

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resources (HR)  
professionals are  
responsible for  
strategically  
managing employees  
within an organization  
while remaining

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compliant with laws  
that govern employee  
rights and employer  
obligations. If an  
organization violates  
these complex and  
ever-changing  
regulations, it  
exposes itself to risk,  
including lawsuits,  
financial losses, and  
reputation damage.

~~HR Laws &~~

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Know

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edge cases and  
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applications, Walsh's  
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explains the major  
issues and rules of  
employment law in

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understandable  
terms. You learn how  
laws impact your  
career, as a manager  
or employee.

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Practice: Walsh,  
David J ...~~  
Select New York  
employment  
requirements are  
summarized below to

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help an employer understand the range of employment laws affecting the employer-employee relationship in the state. An employer must comply with both federal and state law. ... The New York State Human Rights Law (NYSHRL), which applies to all employers, prohibits

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~~Employment Law~~  
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Individuals covered  
under Equal  
Employment  
Opportunity (EEO)  
laws are protected  
from illegal  
discrimination, which  
occurs when people

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who share a certain characteristic, such as race, age, or gender, are discriminated against because of that characteristic. People who have the designated characteristics are called the protected class.

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Laws and Regulations~~

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known as Labor  
Standards. Governor  
Cuomo enacted a law  
that provides benefits  
- including sick leave,  
paid family leave, and  
disability benefits - to  
New York employees  
impacted by  
mandatory or  
precautionary orders  
of quarantine or  
isolation due to

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known as Labor  
Standards - New York  
State ...~~

Alison Doyle. Updated  
December 01, 2019.  
The United States  
Department of Labor  
oversees and  
enforces more than  
180 federal laws  
governing workplace



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activities for about 10 million employers and 125 million workers.

The following is a list of employment laws that regulate hiring, wages, hours and salary, discrimination, harassment, employee benefits, paid time off, job applicant and employee testing, privacy, and other

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important workplace  
and employee rights  
Resource  
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~~Comprehensive List  
of U.S. Employment  
and Labor Laws  
Examination  
announcements are  
posted on campus on  
the bulletin board  
outside the Human  
Resources Office,  
Wales 103. Civil~~

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and vacancy notices,  
as well as  
examination  
applications, are  
available online from  
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Employee Benefits  
Issues ...~~

Tangible employment  
actions include things

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like firing, demotion or suspension. Note however that under the New York City Human Rights Laws, the above affirmative defense (that the employer took reasonable care and the plaintiff did not avail him or herself of corrective opportunities) is not available to

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NY Hostile Work  
Environment: A Guide  
for Employees to  
Know ...~~

Other important laws that govern significant aspects of labor relations and human resource management include the following: Davis-Bacon Act of

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1931—This law requires the payment of minimum wages...

~~Human Resources  
Management and the  
Law—Encyclopedia ...~~

Specifically, high-profile cases of sexual harassment have resulted in an outpouring of women speaking up about sexual harassment in



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the workplace. This points to the important role of HR managers in protecting workers' rights. There are laws at both the federal and state level that protect employees. In addition to protecting employees from discriminatory practices and harassment, these laws cover hiring and

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safety, fair pay, family  
and medical leave,  
and much more.

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Management (SHRM)  
is the world's largest  
HR association, with  
300,000 members

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creating better  
workplaces. ... 2020  
in Review: HR &  
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United States ...

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HR Basics is a series of short lessons, designed to highlight what you need to know about a particular human resource management topic. In today's HR Basics...

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