

# Personnel Challenges

Hope Curtis Hicks

Ball, Ball, Matthews & Novak, P.A.

(334) 387-7680

[hhicks@ball-ball.com](mailto:hhicks@ball-ball.com)

# 2020 EEOC Statistics

- 37,632 Retaliation 55.8%
- 25,626 Race/Color 38%
- 24,324 Disability 36.1%
- 21,398 Sex/Gender 31.7%
- 6,377 National Origin 9.5%
- 2,404 Religion 3.6%
- 980 Equal Pay 1.5%
- 440 Genetic Information 0.7%
- -- More than 100% because charges can allege more than one cause

# Employment Lawsuit Costs

- Lawsuits filed by employees have increased by 400% in the last 20 years.
- A workplace discrimination or harassment case can cost an employer \$200,000 if it goes to trial.
- The average out of court settlement costs about \$75,000 and the average out of court settlement to the claimant is about \$40,000.
- The cost of an employment lawsuit has risen by 26% in the last three years.
- If the employer loses \$1 they could have to pay the employee's attorney's fees.

# Employment Practice Standards

- Preventing employment discrimination from occurring in the workplace means understanding what is expected as an employer and providing employees with resources to enable them to work in a professional environment.
- Maintaining a professional work environment means having policies and procedures that managers and employees understand and follow.
- Managers and employees should receive documented training in these policies and procedures – then they can be held accountable if they deviate from any of the established practices.

# Attendance

- Do you have an attendance policy?
- Are you following it?
- What issues are you having with attendance?

# COVID-19 and CDC Guidelines

- Quarantine and stay away from others when you have been in close contact with someone who has COVID-19
- Isolate if you are sick and test positive, even if you don't have symptoms.

# COVID-19 and CDC Guidelines

- If you were exposed to COVID-19 and are not up to date on COVID-19 vaccinations:
  - Stay home and quarantine for at least 5 full days. Wear a well-fitting mask if you must be around others in your home. Do not travel. Get tested at least 5 days after you last had contact with someone with COVID-19 even if you don't develop symptoms.
  - After quarantine watch for symptoms until 10 days after you last had close contact with someone with COVID-19.
  - If you develop symptoms isolate immediately and get tested. Stay home until you know the test results.
  - Take precautions until day 10 including wearing a well-fitting mask and avoiding people who are more likely to get very sick from COVID-19.

# COVID-19 and CDC Guidelines

- If you were exposed to COVID-19 and are up to date on COVID-19 vaccinations:
  - You do not need to stay home unless you develop symptoms.
  - Get tested at least 5 days after you last had close contact with someone with COVID-19 even if you don't develop symptoms.
  - Watch for symptoms until 10 days after you last had close contact with someone with COVID-19.
  - If you develop symptoms isolate immediately and get tested. Stay home until you know the test results.
  - Take precautions until day 10 including wearing a well-fitting mask and avoiding people who are more likely to get very sick from COVID-19.



# COVID-19 and CDC Guidelines

- If you were exposed to COVID-19 and have had confirmed COVID-19 within the past 90 days:
  - You do not need to stay home unless you develop symptoms.
  - Get tested at least 5 days after you last had close contact with someone with COVID-19 even if you don't develop symptoms.
  - Watch for symptoms until 10 days after you last had close contact with someone with COVID-19.
  - If you develop symptoms isolate immediately and get tested. Stay home until you know the test results.
  - Take precautions until day 10 including wearing a well-fitting mask and avoiding people who are more likely to get very sick from COVID-19.

# COVID-19 and Work

- Do you know if your employees are vaccinated?
- Do you know if they have received boosters?
- Are you requiring masks? In general, or for those who have been recently exposed to COVID-19?
- Are you requiring employees to use their leave time or are you still giving COVID-19 leave?
- Are you placing people on FMLA if they are out for extended periods of time?
- Mental health issues