

## Beware of changing small business employment laws, *Chiropractic Economics*

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January 20, 2020

*Employment laws throughout the United States continue to broaden, not only in what conduct is prohibited, but in the number of companies now covered by the laws.*

*While many small chiropractic offices may believe these laws do not apply to them, the elimination of many thresholds which formerly limited these statutes to larger employers make chiropractors now take notice. Though not an extensive list, below is a discussion of some of the small business employment laws that should be on a chiropractor's radar.*

### Sexual harassment protection

In recent years, worldwide movements such as #MeToo have been founded to help survivors of sexual violence and harassment. With the support of celebrities and politicians, the #MeToo movement has led to a renewed focus on sexual harassment laws.

Due to the heightened awareness of sexual harassment, local governments have sought to broaden employment protection and prevent workplace harassment regardless of the size of the employer. As such, employers are encouraged, and in some states mandated, to adopt a sexual harassment policy that includes a complaint procedure for employees wishing to report alleged incidents of sexual harassment.