



Employment Practice Audits

Comprehensive Audits of Employment Practices and Policies

Since our founding, Kaufman Dolowich has been dedicated to meeting the legal needs of employers. We understand the tremendous challenges companies face as they navigate through a myriad of complex employment laws and regulations. Our lawyers take the time to explain complex legal concepts and regulations and collaborate with clients to help ensure that their employment practices and policies are legally compliant.

The Labor and Employment attorneys in our Firm's Risk Management Practice regularly perform employment practice audits for large and small companies located throughout the nation. Our lawyers work one-on-one with employers to identify and address potential sources of liability associated with their workplace practices and policies. We have an in-depth understanding of labor and employment laws at the federal, state and local levels and leverage this knowledge to ensure that our clients take the appropriate steps to comply with the law and minimize their legal exposure.

Kaufman Dolowich's Employment Practice Audits are comprehensive in nature and are designed to uncover potential employment violations under federal, state and local laws, including such issues as:

- Employment discrimination
- Sexual and other forms of workplace harassment
- Wage and hour policies
- Retaliation
- Wrongful termination
- Hostile work environment
- Compensation policies, pay equity and fringe benefits
- Human resources practices
- Personnel and payroll records
- Employment policies and forms
- Fair employment practices
- Disability analysis and accommodation policies
- Affirmative action and diversity programs
- I-9 compliance
- Safety and health practices
- Performance, discipline and terminations
- Employee privacy and HIPAA compliance
- Office security and workplace searches
- Employee drug testing
- Pre-employment assessments
- Technology and communications regarding electronics, voice mail, email and the internet
- Hiring practices, employment applications and offer letters
- Performance reviews
- Grievance procedures
- Whistleblower protections

Monitoring Changes in the Law

As laws continue to develop and evolve, the labor and employment attorneys at Kaufman Dolowich provide clients with the most up-to-date information and advice. We track legislative efforts changes in the law and proposed changes in the law, such as the new law requiring employers to perform internal Equal Pay Act audits, so that our clients can take sound and proactive steps to meet ever-evolving legal requirements.