

Biggest Mistakes in Employment Practices and Practical Tips To Avoid Them

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1) Not knowing which jurisdiction governs your employees' employment.

Canada 

 Ontario

2) Not having written employment contracts.



3) If you have a standard template employment contract, not ensuring they are update and current.



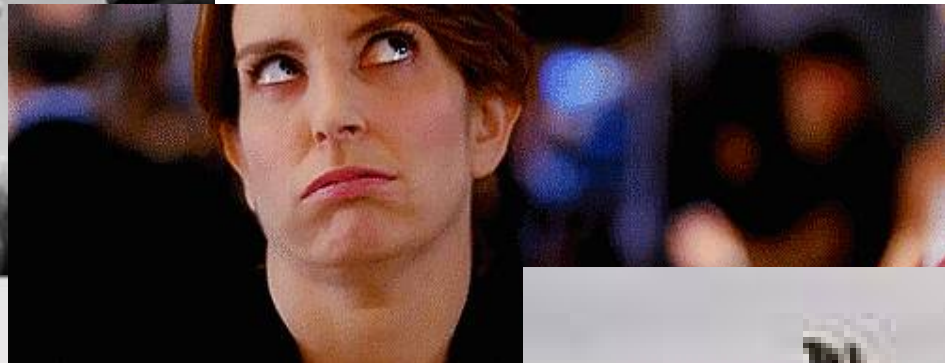
4) Not having your employees sign and return the written employment contracts before they start working.



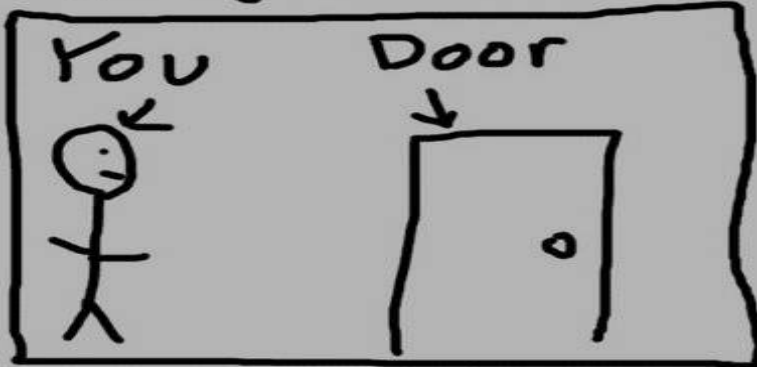
5) Not having up-to-date employment policies.



6) Failing Down in their Responses to Complaints of Sexual Harassment.



Guess What?
You're Fired!



7) Failing Down in their Investigation of Claims of Sexual or Other Harassment.



8) Not applying workplace rules, policies, procedures equally across the board.

THE UNTOUCHABLES

9) Misclassifying Employees as Independent Contractors.



10) Not Knowing Your Employer Equity Obligations.

