
Essential Laws and Regulations That Should Be Shared with Employees and Preferably Included in the Employee Handbook

Anti-Discrimination Policies

Clearly state that discrimination based on race, religion, gender, age, disability, etc. is prohibited; outline complaint procedures and non-retaliation protections.

Wage and Hour Information

Explain minimum wage, overtime rules, time tracking, and pay schedules to ensure employees know their rights under FLSA.

Leave Policies

Outline rights and procedures for taking FMLA, sick leave, domestic violence leave, and other legal time off, including job protection and documentation.

Harassment and Complaint Procedures

Define types of harassment, provide multiple reporting channels, protect against retaliation, and ensure timely investigation and resolution.

Safety Policies

Communicate OSHA-required safety rules, workplace hazards, emergency plans, and employee rights to refuse unsafe work or report hazards.

At-Will Employment Disclaimer

Clarify that employment can be ended by either party at any time, with or without cause, and that company policies do not create binding contracts.