

HR Compliance & Risk Management Diagnostic

HR Compliance & Risk Management Diagnostic is a valuable tool for the pro-active employer. Our solution helps employers **achieve** compliance with employment regulations, **reduce** the risk of individual employee claims and multi-employee class actions, and **mitigate** reputational damage related to workplace issues.

Employers face a daunting array of employment regulation. New legislation continues to be introduced, and simply maintaining basic compliance is challenging. In recent years, we have seen governments across Canada impose broad societal responsibilities on employers to address a range of issues such as workplace violence and harassment, family status, mental health accommodation, and disability accessibility. These obligations often come with reporting, policy development, and training requirements. In addition, governments are directing more resources toward enforcement. In many provinces, government officers are empowered to enter employer premises without warrants and conduct expansive reviews of an organization's statutory compliance, even in the absence of a complaint. Some provinces, such as Ontario, can now require employers to conduct self-audits and compel those audits to be provided to the Ministry of Labour.

HR Compliance & Risk Management Diagnostic offers our clients:

- **Peace of mind** – Our clients can rest assured this pro-active approach mitigates the risks associated with non-compliance. It is also important due diligence for officers and directors.
- **Our National approach with tailored advice** – Our clients receive an assessment and recommendations completely customized to their workplace. As a national firm, we are able to apply *HR Diagnostic* to clients with multiple locations across Canada. We also offer our solution to federally-regulated employers.
- **Post-closing compliance** – We work with clients acquiring businesses. Whether in due diligence phase of an acquisition or post-closing, *HR Diagnostic* can provide vital information about how the target business operates and how easily its employment practices and policies can be integrated with other related business units.
- **Leading industry expertise** – The end-to-end process is conducted by our industry-leading, national team of labour and employment lawyers in partnership with our team of in-house human resources professionals.

HR Compliance & Risk Management Diagnostic involves a two-step process, which we customize to each client's unique business:

1. **The Diagnostic Process** – Working closely with our client's legal and HR teams, we conduct a comprehensive compliance review of our client's employment practices over a broad spectrum of employment statutes.
2. **The Vulnerability Assessment** – We use the information collected to provide a detailed report assessing our client's vulnerability to non-compliance. The report includes an action plan with practical recommendations to achieve compliance in those risk areas identified.

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