

Employment and Labor

## WORKPLACE TRAINING



CRITCHFIELD

Workplace Foundations  
Program

Legal Insight. Practical Training.

Even the most well-crafted workplace policies can fail if they're not adequately understood, implemented or enforced. That's why training is a critical component of legal risk management. Employers who invest in training their entire workforce—from frontline staff to HR professionals and management—are better equipped to apply policies consistently, avoid discrimination claims, and foster a legally compliant workplace culture.

At Critchfield, we provide customized workplace training programs designed to educate employees at all levels on the practical application of employment laws and internal policies.

**Our Workplace Foundations Training Programs Cover:**

- **Policy implementation and enforcement techniques** for managers, HR staff, and team leaders
- **Compliance training on key employment laws**, including FMLA, ADA, PWFA, FLSA, and state-specific regulations
- **Anti-discrimination and harassment prevention** aligned with EEOC guidelines
- **Employee awareness sessions** to promote understanding of workplace rights, responsibilities, and conduct standards
- **Best practices for documentation and discipline** to reduce legal exposure
- **Leadership training in navigating restructurings and workforce changes**

Examples of our training options include the following:

- “Employment Law 101 for Supervisors,” which covers interviewing best practices, harassment and discrimination, the importance of documentation, and FLSA and FMLA compliance;
- “FLSA Compliance for Exempt Employees,” which covers the FLSA exemptions and common pitfalls;
- “Harassment Training,” which covers the laws governing harassment and discrimination in the workplace, compliance best practices, and non-retaliation;
- “Marijuana and the Workplace,” which covers Ohio’s recreational and medical marijuana laws and the impact on workplace policies.

Training can be delivered in person or virtually and is tailored to your organization’s size, industry, and risk profile. Whether you’re onboarding new hires or refreshing your leadership team, our programs ensure your workforce is informed, aligned, and protected. **Invest in your team’s legal literacy.** Reach out to learn more about our workplace training solutions by contacting your Critchfield attorney or filling out the form at the link.