Episode 260: HR Fundamentals That Keep Employers Out of Court with Gerald Maatman Discussion Starter

Use this guide to spark conversations with your HR team

1. At-will employment often provides less practical protection than many employers assume because litigation can occur even when employers believe they acted appropriately. How do we manage risk when making difficult personnel decisions?

2. Employees who trust internal complaint processes are often less likely to seek outside remedies through attorneys or government agencies.
Do our employees trust that workplace concerns will be heard and addressed fairly?

3. Equal pay concerns continue to attract attention from regulators, employees, and plaintiff attorneys. What mechanisms do we have in place to evaluate compensation equity across comparable roles?

4. Remote and hybrid work arrangements have changed how managers communicate, coach, and document performance issues. How have we adapted management practices to maintain accountability, engagement, and fairness in distributed teams?

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