

Practices & Industries

Employment Counseling & Training

Overview

Day Pitney's Employment Counseling and Training group provides employers with proactive legal guidance to promote compliance, mitigate risk, and foster inclusive, productive workplaces. We partner with businesses across industries, including but not limited to retail, telecommunications, logistics, financial services, nonprofit and manufacturing, to navigate the complexities of workplace laws and regulations.

Our team advises employers on a wide range of compliance issues, including anti-discrimination and harassment policies, wage and hour compliance, employee classifications, and employee discipline, discharge and reductions in force. We partner with clients to address employee leaves of absence and workplace accommodation issues. We assist with drafting and updating employee handbooks, workplace policies, and various employment agreements (including but not limited to separation and non-competition agreements) to ensure they align with federal, state, and local requirements, as well as industry-specific standards.

In addition to compliance counseling, we deliver customized training programs for HR professionals, managers, and employees. These sessions address critical workplace topics such as harassment and discrimination prevention, diversity, equity and inclusion, wage and hour best practices, interviewing techniques and effective leadership in managing workplace challenges.

By providing strategic advice and practical solutions, Day Pitney's Employment Counseling and Training group helps employers create legally compliant work environments that align with their business goals and minimize the risk of disputes and legal liability.