

Training supervisors can reduce your risk

By Farah Derosier

One of WCIA's primary audit topics this year is personnel, with a specific focus on supervisors and the importance of making sure they are getting trained in employment laws. Supervisors need to be aware of their legal obligations and the rights of their employees. Supervisors are on the front lines; you could say they are the eyes and ears of your organization, and making sure they are well versed in employment laws could reduce the risk of an employment claim tremendously. This knowledge helps prevent potential legal issues, such as complaints of harassment, discrimination and retaliation, hostile work environment, unfair labor practice charges, and ensures that all employees are treated fairly and consistently.

A well-trained supervisor is a valuable asset in ensuring an employer complies with employment laws. While they do not need to be experts, understanding legal risks and knowing when to address issues is essential. Training areas of importance pertinent to supervisors include interviewing and hiring, performance evaluations, anti-harassment and preventing retaliation, general knowledge of leave laws, and reasonable accommodation to name a few.

Laws evolve and new issues continually emerge. Regular training helps supervisors stay informed about legal changes and adapt their practices accordingly. WCIA has a great training resource guide on its website called [Supervisors Training and Education Pathways](#). It is a comprehensive list of free quarterly trainings WCIA offers for supervisors.

In summary, training supervisors on the law promotes fairness, reduces legal risks, and enhances overall organizational effectiveness. If you have any questions or need any support, please contact your assigned Risk Management Representative as we are always happy to help.