



# HR Law Fundamentals

Build the legal foundation every HR professional needs. Master discrimination defense, ADA/FMLA compliance, wage-hour law, hiring and termination risk—the essential employment law knowledge that protects your organization and advances your career.

**2 days**

DURATION

**\$1,375**

INVESTMENT

**13 credits**

SHRM/HRCI/CLE

IN PERSON

VIRTUAL

ON DEMAND

# Program Overview

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## Master Employment Law Fundamentals That Protect Your Organization

Build the legal foundation every HR professional needs. Master discrimination defense, ADA/FMLA compliance, wage-hour law, hiring and termination risk—the essential employment law knowledge that protects your organization and advances your career.

HR Law Fundamentals is 2 intensive days where you'll master discrimination law, ADA/FMLA compliance, wage-hour requirements, and hiring/termination risk—working through real workplace scenarios with practicing employment attorneys, not theoretical lectures.

## What You'll Gain

- ✓ **Complete legal foundation** – Discrimination defense, ADA/FMLA accommodations, wage-hour compliance, hiring risk, termination law, performance management, and HR investigations
- ✓ **Real-world application** – Work through discrimination claims, accommodation requests, termination decisions, and the legal challenges you'll face Monday morning
- ✓ **Expert attorney instruction** – Learn from practicing employment attorneys who handle these cases and defend employers every day
- ✓ **Professional certification** – Earn your certificate plus 13 SHRM/HRCI/CLE continuing education credits

# What You'll Master in 2 Days

A complete employment law foundation covering discrimination defense, ADA/FMLA compliance, wage-hour law, hiring and selection, performance management, termination risk, workplace safety, and HR investigations.

## The New Landscape of Workplace Discrimination (2026)

- FOUNDATION** Expansion of protected characteristics under state law
- FOUNDATION** Retaliation remains #1 EEOC claim
- ADVANCED** Religious accommodation conflicts (post-Groff)
- ADVANCED** Harassment outside the four walls

## ADA, FMLA & Accommodation in a Hybrid Workplace

- FOUNDATION** Documenting the interactive process
- ADVANCED** Determining essential job functions when hybrid/remote is feasible
- ADVANCED** Mental health accommodations and the new expectation of flexibility
- ADVANCED** When performance issues are really medical/legal issues

## Hiring & Selection Compliance (Modern Risk Areas)

- FOUNDATION** Pay transparency laws and salary band posting requirements
- FOUNDATION** Salary history bans (still expanding state by state)
- ADVANCED** Negligent hiring & social media screening pitfalls
- ADVANCED** Inclusive interviewing without increasing risk

## Wage & Hour Law in 2026

- FOUNDATION** Remote/off-the-clock time: when quick emails become unpaid work
- FOUNDATION** Travel time & hybrid commutes — what must be paid?
- FOUNDATION** Pay transparency intersects with wage claims
- ADVANCED** Meal/rest break liability under remote tracking

## Managing & Supervising Employees (HR as Risk Gatekeeper)

- FOUNDATION** Coaching vs discipline vs accommodation: knowing which lane you're in
- ADVANCED** Documentation as legal shield — what juries look for
- ADVANCED** Digital tone, Teams/Slack as evidence
- EXPERT** The silent plaintiff file — managers' notebooks and emails as discovery exhibits

# Curriculum (Continued)

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## Performance Management & Evaluations

- FOUNDATION** Why evaluations are Exhibit A in litigation
- FOUNDATION** He was always rated 'exceeds' — until termination = pretext
- ADVANCED** Writing defensible comments based on behavior not personality
- ADVANCED** Self-appraisals as risk management tool

## Termination Law & Separation Risk

- FOUNDATION** At-will vs implied contracts (what unintentionally creates one)
- ADVANCED** Off-duty conduct & political/social issue firings
- ADVANCED** Retaliation analysis before discharge
- ADVANCED** Requests for references & defamation risk

## Workplace Safety, Leave Laws & Special Compliance Areas

- FOUNDATION** Psychological safety = OSHA 2.0 (emerging enforcement theory)
- FOUNDATION** FMLA abuse vs legal protected use — documentation rules
- ADVANCED** Workplace threats & duty to act
- ADVANCED** Workers' comp plus ADA = dual risk area

## HR Investigations (HR Edition, Non-Legal Version)

- FOUNDATION** When HR must investigate vs when coaching is sufficient
- ADVANCED** Neutrality and avoiding confirmation bias
- ADVANCED** What you can/can't promise about confidentiality
- ADVANCED** Handling reluctant witnesses or anonymous complaints



# Your Expert Instructors

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Learn from practicing attorneys and industry experts who bring real-world experience to every session.



**Jacqueline Kalk, Esq.**

Shareholder at Littler Mendelson P.C., Wymer Employment Law

Jacqueline E.



**Rudi Turner, Esq.**

Senior Corporate Counsel, White Cap

Rudi is counsel in the firm's Labor & Employment group, representing employers in a wide range of employment disputes...



**Grant Gibeau, Esq.**

Partner, Taft Stettinius & Hollister LLP

Grant Gibeau defends employers against discrimination claims, wage-hour lawsuits, union challenges, and NLRB disputes.



**Brenda Heinicke, Esq.**

Director, Global Employment Law, Terumo Blood & Cell Technologies



**Wayne Williams, Esq.**

Founder, Law Offices of Wayne Williams



**Dawn Kubik, Esq.**

Of Counsel, Wymer Employment Law

# What Participants Say

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*"This was a great program! One of the most useful programs I have attended in a long time. Instructors were awesome!"*

**Dean C. Goodwin**

Deputy Director, Administration, Northern Virginia Criminal Justice Training Academy

*"The seminar was very good. It covered a lot of pertinent information. I felt I learned quite a bit that will have an immediate impact on my job."*

**Bobbi Britton**

Sr. Human Resources Consultant, Deltic Timber Corporation

*"Brenda Heinicke was fantastic! She did an amazing job of presenting the information clearly and concisely. Her high energy level engaged us in thought provoking conversations instead of 'talking at us' like many instructors tend to do."*

**Brittany Hepler**

Mobility Supervisor, Dayle McIntosh Disability Resource

*"Thank you for the insight and facilitated discussions. It was beneficial to hear about actual cases and learn how other HR professionals solve problems."*

**Olivia Gunter**

Human Resources Analyst, Hillenbrand, Inc.

*"The instructors were very knowledgeable. It was a great seminar. I have been in HR for 12 years and still learned a lot!"*

**Krissy Houston**

Sr. Human Resources Representative, Newmont Mining Corporation

*"Excellent seminar! This is the second IAML class I have attended. As a new manager, the information presented was invaluable! The instructor was amazing! I will definitely be back!"*

**Holly Dean**

Employment Manager, Alfa Insurance Company

*"It was a great experience, and I am very thankful that I was allowed the opportunity to attend. I will look forward to more opportunities in the future."*

**Molly Boyer**

Human Resources Generalist, Flint Hills Resources

# Program Details

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## Investment

**\$1,375**

Includes all instruction, materials, and continuing education credits

## Professional Credits

**13**

SHRM, HRCI, and CLE credits included

## Delivery Options

- In Person sessions available
- Virtual sessions available
- On Demand sessions available

## What's Included

- Live instruction from practicing attorneys
- Complete program materials
- 12 months of quarterly updates
- \$300-\$500 alumni discount on future programs

## Frequently Asked Questions

### How is this different from the Certificate in Employee Relations Law?

HR Law Fundamentals is an introduction to employment law designed specifically for HR professionals. It covers the practical legal knowledge you need for daily HR decisions: discrimination, ADA/FMLA, wage-hour, hiring, terminations, performance management, and investigations. The Certificate in Employee Relations Law is a comprehensive 4½-day program that goes much deeper into labor relations, union organizing, collective bargaining, NLRB procedures, and employment litigation strategy. Think of HR Law Fundamentals as "employment law essentials for HR" and Employee Relations Law as "advanced employment law for HR leaders and in-house counsel."

### I'm new to HR. Is this program too advanced for me?

No. HR Law Fundamentals is specifically designed to build the legal foundation every HR professional needs. You don't need prior legal training or years of HR experience. The program starts with foundational concepts and builds to practical applications. If you're handling hiring, performance management, accommodations, or terminations, you'll leave with knowledge you can apply immediately.

### I've been in HR for years. Will I learn anything new?

Yes. Even experienced HR professionals tell us they discover gaps in their knowledge and learn updated approaches. The 2026 curriculum covers emerging issues like AI hiring compliance, pay transparency laws, remote work wage-hour risks, post-Groff religious accommodations, and reverse discrimination claims. Employment law changes constantly, and this program ensures you're current on what courts and regulators expect today.

# Take the Next Step

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Join HR professionals and employment attorneys who have mastered HR Law Fundamentals. Build the legal foundation that protects your organization and advances your career.

Upcoming sessions are available in-person and virtual formats.

**RESERVE YOUR SPOT**

Visit **iaml.com** to view upcoming sessions and register

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## Questions?

Email: [info@iaml.com](mailto:info@iaml.com)

Phone: (949) 760-1700

Web: [www.iaml.com](http://www.iaml.com)