

Your employee is interested in learning new skills with AMA. Beyond helping you both achieve your goals, here's why that's an excellent idea.

## AMA Seminars offer your employee:

- **Extensive practice in a supportive environment.** You really can't learn new skills from an app. You need to experience it, practice it, and get personal attention to the details that make a difference. There is simply no substitute for learning by doing.
- **Feedback from experts.** Our instructors are not professors—they are practitioners in the field, focused on what works now in the real world. Participants agree instructors make a difference and have rated our faculty 4.83 out of 5 stars. What's more, your employee will be learning alongside peers from other organizations gaining insight and knowledge from other industries and expanding their professional network.
- **Tools and techniques designed to improve performance.** Our courses are instructionally designed to make a difference in performance, which is why 99% of participants report they are using what they learned back on the job after taking one of our courses.
- **An Experience.** Yes, we know two or three days seems like a lot. But dedicating that time to truly master new skills is worth the time and money. And we're not just saying that—our customers agree: 98% of participants would come back for another course.

Still feel like you can't spare your employee for a training session?  
Take a look at [our live online courses](#) which minimize time away from work.

Either way, remember that we don't lecture—we accelerate performance.

**Need help?** Contact 1-877-566-9441 or visit [www.amanet.org/8502](http://www.amanet.org/8502)

# AMA's Employment Law Course: Avoiding the Legal Pitfalls of EEO, FMLA and ADA

**This interactive and case-study-centered employment law seminar combines a comprehensive overview of employee discrimination/EEO, the Family Medical Leave Act and the Americans with Disabilities Act.**

Learn how to implement and apply legally defensible best practices in your organization. This two-day, interactive, case-study-centered seminar helps you gain confidence and expertise in dealing with complex employment law and employee relations issues. You'll gain a comprehensive overview of employee discrimination/EEO, the Family and Medical Leave Act and the Americans with Disabilities Act.

## How You Will Benefit

- Avoid costly litigation and outrageous judgments/settlements
- Recruit, hire, discipline and terminate employees in a legal manner
- Confidently deal with complex employment law and employee relations issues
- Develop HR policies and procedures that comply with employment law and do not violate federal statutes
- Know what constitutes "reasonable accommodations" and how to implement them without creating unique hardship
- Protect yourself and your organization from the damaging effects of ill-advised employment decisions
- Identify resources to review court rulings in the jurisdiction where your organization operates

## What You Will Cover

- Title VII: major provisions...who is covered...the role of the EEOC...the BFOQ concept...types of discrimination...what Title VII does not cover
- Wrongful termination and at-will employment: definitions...contracts...public policy...negotiated resignations and discharge for cause
- Americans with Disabilities Act: defining "disability" pre- and post-employment inquiries...reasonable accommodations...disability and benefits
- Family Medical Leave Act: major provisions...employee eligibility...FMLA leave and benefits...litigation

## Who Should Attend

HR managers and professionals as well as corporate attorneys.

## Schedule

- [2] days - \$2,095 Non Members
- [2] days - \$1,895 AMA Members
- [2] days - \$1,795 GSA

## Credits

14 CPE/12 PDCs/12 SPHR

12 PHR/1.2 CEU

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