

HR Coastal Gives Regulatory Compliance Service To Small Businesses

November 08, 2019

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Small businesses can now avoid employee lawsuit with the Regulatory Compliance service offered to Bluffton-based consulting company HR Coastal.

HRCoastal offers human resources and compliance solutions in Bluffton SC to small businesses through outsourcing and consulting services. The HR consulting firm operates with three core values: integrity, expertise, and trust. Led by HR expert Linda Klingman, the company can minimize your risk by avoiding costly lawsuits and government audits. Klingman is known in the HR business with her over 30 years of experience.

According to HR Coastal, employee lawsuits have increased by 400% over the last twenty years. The average claim takes ten months to resolve with an average of $160,000 in defense settlement costs, which doesn?t even include legal fees. These lawsuits could range from a wide range of human resource practices, including recruiting, hiring, performance appraisal, compensation, health and safety, and labor relations issues.

The company added that almost 50% of all employment cases have retaliation attached to the original discrimination or harassment charge. Retaliation costs include lost pay and benefits, pain and suffering, punitive damages, and the employee?s legal fees as well as your own. These are the reasons why a company must give employment law and compliance attention.

Fortunately, employment lawsuits, especially for small business owners, now have a solution. Businesses can avoid any of these lawsuits by being compliant.

Among the federal laws, business needs to comply with Immigration Reform Control Act (IRCA), Federal Labor Standards Act (FLSA), Title 7 of the Civil Rights Act of 1964 and the Equal Pay Act of 1963 (EPA).

Businesses also need to comply with the Age Discrimination in Employment Act (ADEA), Americans with Disabilities Act (ADA), Genetic Information Nondiscrimination Act (GENA), Civil Rights Act of 1991, and Uniformed Services Employment and Reemployment Act (USERRA)

In addition, individual state laws are also constantly changing.

HRCoastal keeps an eye on the changes to federal state laws on a monthly basis. They also watch circuit court cases and alert clients to differences in the interpretation of the law.

Regulatory compliance is just one of the services of this human capital consulting company. They also offer HR Outsourcing, Training and Development, Recruiting and Hiring, Policies and Procedures Handbooks, and Leadership Coaching.

?We deliver HR and organizational development, outsourcing, consulting, and training. We can also protect you by minimizing your risk around compliance and providing the talent to enable you to make the best possible hiring decisions,? the company states on their website.

To know more about human resource consulting, visit the HRCoastal website at https://hrcoastal.com. The company is located at 103 Redtail Dr, Bluffton, SC 29909, USA, and open from 8:30 AM to 5:00 PM daily and even on weekends. Clients can also call them at 843-816-4985.

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For more information about HRCoastal Human Resources , contact the company here:HRCoastal Human Resources Linda Klingman(843) 816-4985hrcoastalhumanresources@gmail.com103 Redtail Dr, Bluffton, SC 29909, USA

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