

Workplace Training

A legally compliant workplace is built on more than just policies. It is built on a foundation of education and awareness. Our employment team provides customized workplace training programs for both employees and managers designed to empower them and human resources professionals, mitigate legal risk, and foster a culture of respect and compliance. Well-documented internal training is not only a smart business practice – it’s a business’s first line of legal defense. Workplace training programs demonstrate that the employer has taken a proactive approach to preventing discrimination, harassment, retaliation and other workplace risks.

Greenbaum creates customized training programs that cover topics such as anti-harassment protocols, manager responsibilities under key employment laws, and best practices for performance management. They focus on defining prohibited conduct under the New Jersey Law Against Discrimination (NJLAD), Title VII, and other laws, and on recognizing subtle forms of harassment, understanding protected categories, and reinforcing company policies. We offer specialized training that addresses the unique responsibilities of managers and supervisors, including their duty to report and investigate complaints promptly and with consistency. We also provide training specifically focused on retaliation, including under New Jersey's Conscientious Employee Protection Act (CEPA) whistleblower law, and offer guidance on how to avoid it. Additional training is available on a range of other critical compliance issues, including disability accommodation, wage and hour laws, worker classification, family and medical leave policies, and navigating complex accommodation requests.

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