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COMPLIANCE RESOURCES

— YOU NEED FOR 2022 —



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INTRODUCTION

You didn't get into HR to stress about compliance. But as old laws change and new bills are signed into law, the fight to stay compliant is more challenging than ever—especially as the COVID-19 pandemic continues.

Within just a few months, COVID-19 reshaped the world of compliance. When companies transitioned to working from home, employers started to face [new compliance requirements](#), such as providing virtual harassment training and distributing workplace posters to remote employees.

Undoubtedly, the world of compliance is bound to keep changing as the pandemic goes on. So how can you keep up with all these new laws and regulations?

To help you stay compliant in 2022, we've compiled a list of the top resources you'll need. And we even brought you some of the most interesting information from each to give you a taste of what the resource will provide you.

Inside you'll find:

- Blogs you should follow
- Guides to help keep you in check
- Tools you need to stay compliant
- 2022 events you can't miss



Ready? Let's get started.



Resources You Need to Stay Compliant

Inundated with ever-changing laws, regulations and mandates, how can you make sure you're always in the loop?

COMPLIANCE BLOGS

Inundated with ever-changing laws, regulations and mandates, how can you make sure you're always in the loop? Check out these top blogs to stay up to date with everything compliance and avoid costly fines:

The Compliance & Ethics Blog

Run by the [Society of Corporate Compliance and Ethics](#) and the [Healthcare Compliance Association](#), the [Compliance & Ethics Blog](#) highlights trends across a wide variety of industries. With posts written by numerous experts in the compliance field, the blog discusses current issues and gives professional advice from unique ethical perspectives. Perfect for the morning commute, the blog also hosts weekly compliance podcasts.

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Ethics is quite simply ‘Doing the right thing.’ We act ethically because we have a strong conviction to do so, not because someone tells us to. Ethics is part of our organization’s culture. Compliance is obeying the law, not because we necessarily agree with it, but because someone is making us. Not the same. You **must** have compliance; you **need** to have ethics.

– Compliance and Ethics –
they’re the same thing right?

”

COMPLIANCE BLOGS

Ethics & Compliance Matters

NAVEX Global’s blog explores a variety of ways your company can stay compliant, from enhancing company culture and to preventing sexual harassment and discrimination. Always keeping up with current issues, [Ethics & Compliance Matters](#) covers topics like organizational culture, bribery & corruption, harassment & discrimination, data & cyber security, regulatory compliance and more.

Compliance Week

[Compliance Week’s](#) extensive blog covers everything from workplace equality to cyber-security. With contributors from all around the world, the blog offers unique perspectives from compliance coaches, legal executives, and CEOs. Compliance Week also hosts weekly live webcasts and podcasts that discuss the latest compliance news.

Check out Compliance Week’s recent white paper, [How technology can power proactive risk management](#), to learn how outdated, manual processes could be putting your business at risk.

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“ESG (Environmental, Social and Governance), are increasingly growing factors of importance for companies to measure within their supply and value chains. A strong ESG framework now reflects greatly on an organisation’s brand – and how it is viewed by investors and broader stakeholder groups such as customers, suppliers and the community. With the way the current world is changing, due to climate change, COVID and social awareness, monitoring of and progress in ESG is more essential than ever.”

– ESG 2022: Top 6 ESG Issues for Companies to Tackle

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COMPLIANCE BLOGS

The Namely Blog

Check out [Namely's](#) blog for all things payroll, benefits, talent, and compliance. [The Namely Blog](#) covers breaking HR news, announces key deadlines, and gives expert advice on how to stay compliant. Just like Namely's motto, every article is designed to help readers "build a better workplace."

From COVID-19 regulations to payroll tax deadlines, check out the Namely Blog's [Compliance Section](#) to make sure you're always up to date.



COMPLIANCE GUIDES

Sometimes you need more than just a blog to help you get compliance right. Guides can make your life easier by laying out the exact steps your company needs to take to stay in line with constantly changing rules & regulations.

To ensure you're compliant in 2022, explore these guides:

Labor Laws Posters 2022

Call it one of HR's most important (and seemingly old fashioned) compliance obligations: hanging up workplace posters. Employers are federally required to display notices or "postings" covering a broad range of issues, including the minimum wage, workplace safety, and family leave.

We all want to go paperless, but workplace posters are here to stay for the foreseeable future. We've put together the most essential federal workplace posters for 2022, all in one place.

[Do you know which labor law posters have been added since the beginning of the COVID-19 pandemic? Find out here. – Labor Laws Posters 2022](#)



Navigating Remote Work Compliance

Remote work was around before COVID-19 hit, and in the wake of the pandemic, it likely isn't going anywhere. In fact, many businesses are exploring the potential cost savings of remaining remote permanently. To help companies during this complicated time and beyond, Deloitte put together this guide to help employers navigate remote work compliance considerations—specifically its tax implications.

“If adding a new remote employee would require you to file a corporate tax return or register in a new state to withhold payroll taxes for remote employees, you need to make sure allowing that employee to work there is aligned with the overall business strategy.”

– Navigating Remote Work Compliance

9 Ways To Make Your Handbook Policies Work Better

Your handbook can be a powerful tool for workplace management. With some simple action items, you can make handbooks work in a way that showcases your role, makes the workplace better, and connects employees to your company goals. Mineral has 9 tips to help you revise and strategically use your handbook policies.

“Handbook policies need to be specific to the states that your employees work from. One size does not fit all, especially when employees want to know how to take any leave they're entitled to or what constitutes harassment in their state. This includes remote employees and employees who recently moved.”

– 9 Ways To Make Your Handbook Policies Work Better



COMPLIANCE GUIDES

The Global Risks Report 2022

The 17th edition of the Global Risks Report identifies tensions that will result from diverging trajectories and approaches within and between countries and then examines the risks that could arise from such tensions. This year’s report also highlights the implications of these risks for individuals, governments and businesses.

“Growing dependency on digital systems—intensified by COVID-19—has altered societies. Over the last 18 months, industries have undergone rapid digitalization, workers have shifted to remote working where possible, and platforms and devices facilitating this change have proliferated. At the same time, cybersecurity threats are growing—in 2020, malware and ransomware attacks increased by 358% and 435% respectively—and are outpacing societies’ ability to effectively prevent or respond to them.”

COVID-19 Labor & Employment Litigation Tracker

Since March 12, 2020, there have been 5,517 lawsuits (including 628 class actions) filed against employers due to alleged labor and employment violations related to the coronavirus. States with the most filings include: California (1,732); New Jersey (465); New York (399); Florida (378); and Ohio (276). At least 3,046 cases involve retaliation claims. Explore them all here.



COMPLIANCE TOOLS

The more policies and regulations change, the trickier it's going to be to stay compliant. With the right tools, you can streamline your HR and compliance processes to free your team up to focus on more strategic initiatives.

Here are the top applications you need to utilize in 2022:

Namely's Compliance Library

Namely's [Compliance Library](#), offers resources on current and pending employment regulations and intuitive tools to help your mid-sized company stay compliant. As an included part of Namely's modern HR platform, Compliance Library gives you access to:

Comprehensive Content Library: Q&A database, toolkits, checklists, whitepapers, webinars, and more.

Powerful Tools: Job description builder, salary benchmarking insights, employee classification toolkit, and state policy comparison wizard.

Compliance & Legislative Insights: Compliance calendar, law alerts and compliance newsletters.

Compliance Library shows HR leaders what compliance changes to prepare for, provides the guardrails for when something happens, and outlines the necessary steps to move forward.



COMPLIANCE TOOLS

Namely's Compliance Plus

Namely also released an end-to-end people risk management solution, [Compliance Library](#). This compliance solution is designed to give mid-sized companies the same level of coverage and up-to-the-minute insights that enterprise businesses benefit from—at a fraction of the cost. With Compliance Plus, you'll have access to:

Live Expert HR Advisors: SPHR and PHR certified advisors providing trustworthy guidance to prevent and resolve challenging people situations and compliance issues.

A Living Employee Handbook: Connects advanced technology, authoritative content, and seasoned HR experts; three critical components to ensure policies and procedures remain compliant as an organization grows and as regulations change.

A Learning Management System: With Delivered Compliance Trainings: Offers a broad array of training solutions for proactive and reactive risk management, for both employees and management, including tracking for completion and effectiveness.

OSHA Logs: Record workplace injuries and illnesses and quickly export the incidents onto Form 300 and 300A to submit to OSHA.

Robust Compliance Content

Compliance Plus keeps you in check with changing compliance regulations so that you can spend your time focusing on other HR processes. With Namely's Compliance Plus, staying compliant has never been easier.

2022 HR Calendar

From special occasions like “National Coffee Day” to important compliance deadlines, this [2022 HR Calendar](#) will help you ring in the year without dropping the ball. Stay up to date with federal and bank holidays, national initiatives like Employee Appreciation Day, and company-wide initiatives like open enrollment.

2022 EVENTS

In 2022, several organizations are hosting virtual and in-person compliance events, giving HR professionals the opportunity to network with one another and learn from experts in the field.

Make sure you don't miss out on these top events in the upcoming year:

COMPLY

The [COMPLY Summit](#) will be taking place virtually this year with three unique events in May, July, September, and November of 2022. HR professionals will have the opportunity to hear from expert speakers, attend strategic sessions, and network with one another. Known for its phenomenal [speakers](#), COMPLY features marketing executives, compliance leaders, legal experts, and local, federal, and international regulators from all over the globe.

Compliance Week 2022

From May 16-17, 2021, [Compliance Week 2022](#) will be hosted in Washington, D.C. to spotlight compliance leaders and their programs. The annual gathering is designed to help senior compliance executives build and manage their compliance and risk programs more effectively. Attendees include corporate compliance, legal, audit and risk executives, all of whom will be sharing best practices on mitigating risk within their company. Compliance Week sessions will be highly interactive, with Q&As, break-out panels, and practitioner-only workshops.

Compliance & Ethics Institute 2022

The Society of Corporate Compliance and Ethics is hosting its [Annual Compliance & Ethics Institute 2022](#) from October 16-19, 2022 in Phoenix, AZ. The networking event aims to bring together compliance and ethics professionals from all over the world. From current issues to emerging 2022 trends, expert industry speakers will cover critical compliance topics as well as practical applications. Attendees will be able to follow a learning track, such as Investigations, Private & Data Security, and Utilities & Energy. They will also have the opportunity to earn live compliance certifications and continuing education units.

CONCLUSION

Tackle compliance head on this year by utilizing these top resources. Get ahead of the changes and make 2022 the year to prioritize compliance at your company.



ABOUT NAMELY

Distinguished by its intense commitment to diversity, equity, and inclusion, HR technology leader Namely is an employer of choice that helps mid-sized employers and their employees thrive. Delivering and streamlining the complexities of recruiting, onboarding, time & attendance, performance management, benefits administration, compliance, payroll and analytics from a single platform, Namely also offers Managed Payroll and Benefits services. The company further differentiates the client experience through personalized service and easy-to-use applications. Learn more at Namely and follow us @NamelyHR.

Visit www.Namely.com or request a demo to see how Namely's HR software can help your organization.

