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COMPLIANCE RESOURCES

— YOU NEED FOR 2023 —



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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.

Within just a few months, COVID-19 reshaped the world of compliance forever. 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.

As many employees continue to work from home—or work from anywhere, which has its own set of complexities—companies are still navigating the constantly changing compliance landscape. So how can you keep up with all these new laws and regulations?

To help you stay compliant in 2023, 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
- 2023 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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“Let’s never again discuss whether ethics is more important than compliance or compliance is more important than ethics. It’s like discussing whether the heart or brain is more important. You can’t live without either one.”

– Compliance New Year’s Resolutions

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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 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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“People want to work for companies that have an ethical culture and demonstrate their dedication to emerging compliance regulations and policies. Without social transparency and trust around a company’s intentions and actions, [organizations] could quickly find themselves at financial and social risk.”

– Risk and Compliance Management
in The New Normal

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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 law alerts 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 2023, explore these guides:

Labor Laws Posters 2023

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 2023, all in one place.



COMPLIANCE GUIDES

Navigating Remote Work Compliance

Remote work isn't going anywhere. In fact, many businesses have become remote-first. To help them navigate remote work compliance considerations, specifically its tax implications,, Deloitte put together this guide.

“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**



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.”

Rethinking Payroll for a Modern Workforce

Staying compliant in today's constantly evolving payroll landscape can be a source of major anxiety. From changing worker classification laws to the burgeoning Work From Anywhere (WFA) economy, companies have had to be quick on their feet in order to keep up with new regulations. To help you stay compliant in 2023, we've put together a guide of everything you need to know about payroll for a modern workforce.

“As more and more employees take advantage of the WFA economy, companies need to establish compliant payroll withholding, remitting, and reporting processes and procedures.”

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 2023:

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.

HR Risk Mitigation Checklist

Mitigating risk is critical when it comes to staying compliant. To help you level up your risk mitigation strategy in 2023, we've created [this checklist](#).

2023 HR Calendar

From special occasions like “National Coffee Day” to important compliance deadlines, this [2023 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.

2023 EVENTS

In 2023, 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:

Compliance Week National 2023

From May 15-17, 2023, [Compliance Week National 2023](#) 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.

SHRM23 Annual Conference & Expo

With more than 200 sessions on all things HR, [SHRM23](#) will be hosted from June 11-14, 2023 in Las Vegas, NV. From the basics every HR professional needs to know—regardless of the role, tenure, or industry—to the latest ideas that are changing the daily workplace, this conference is sure to help you stay on top of what's to come in the world of work.

CONCLUSION

Tackle compliance head on this year by utilizing these top resources. Get ahead of the changes and make 2023 the year to prioritize compliance at your company.



ABOUT NAMELY

Combining intuitive HR technology and best-in-class service, Namely empowers mid-size companies to build better workplaces. Simplifying the complexities of recruiting, onboarding, time & attendance, performance management, benefits administration, compliance, payroll, and HR analytics, Namely offers an integrated platform that saves companies time and improves their employees' experiences. Distinguished by a dedicated support model and enhanced service offerings, Namely delivers an all-in-one HR solution for today's people teams. Learn more at [Namely.com](https://www.namely.com) and follow us @NamelyHR.

Visit [www.Namely.com](https://www.namely.com) or request a demo to see how Namely's HR software can help your organization.

