



# THE COMPLIANCE RESOURCES YOU NEED FOR 2020

**Namely**  HR for Humans

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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.

In just the past few years, the [#MeToo movement](#) has revolutionized how the law addresses sexual harassment.

Several states adopted new [minimum wage](#) laws.

And although there is currently no federal policy that streamlines states' various anti-harassment laws, there is a glimmer of hope in the [The Federal "Be Heard Act"](#).

The world of compliance is changing every day. How can you keep up with all these new laws and regulations?

To help you stay compliant in 2020, 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
- 2020 events you can't miss

## Ready? Let's get started.



# COMPLIANCE BLOGS

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

# COMPLIANCE BLOGS

## 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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Take the time to understand people better. Compliance starts with the law but ends with people and what they do or do not do. So, it's time we spend more time understanding human behavior.

Read about **why we cheat**, or how we have **ethical blindspots**, or some other books that illuminate human behavior.

- **“Compliance and Ethics Profession  
New Year's Resolutions.”**

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## COMPLIANCE BLOGS

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### 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 report, [Compliance 2020: A timeline](#), to see how compliance has evolved over the past two decades.*

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Together, listening to differing views and practicing inclusive language evoke validation. And validation is the foundation of a truly inclusive environment

Above all, inclusive businesses should respect and encourage authentic communication, especially when the message is one they may not want to hear.

- “Beyond Diversity:  
How to Move Past Categorizing  
Differences & Start Embracing People”

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# COMPLIANCE BLOGS

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## 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."**

### Check out Compliance Week's recent report, **Compliance 2020:**

A timeline, to see how compliance has evolved over the past two decades.

## 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 2020, explore these guides:**

### New Horizons: Compliance 2020 and Beyond

Deloitte's latest compliance guide explores how compliance will continue to evolve.

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While HR typically has a lot on their plates, compliance and workplace safety must stay top of mind. Having the right tools, resources, and experts at your disposal can make all the difference in the fight to remain compliant. Aside from helping you avoid costly fees and penalties, prioritizing workplace safety will show your employees you care about their well-being and safety.

- 2020: The Year to Prioritize Compliance at Your Company

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## COMPLIANCE BLOGS

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[New Horizons: Compliance 2020 and Beyond](#) dives into 4 key areas that they expect to change and grow, including topics like ethics, culture, and principles. The guide also takes a look at how analytics and technology will have to adapt to these new compliance trends.

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“Compliance only gets you halfway and helps you to manage foreseen compliance risk. A focus on culture, ethics and principles gets you the rest of the way and helps you to also manage unforeseen compliance risks.”

**- New Horizons: Compliance 2020 and Beyond**

### The Anti-Harassment Compliance Guide

Since there is currently no overarching anti-harassment federal policy and every state has different training requirements, it's tricky to make sure you stay compliant when your employees are spread across various states. Even for companies that are only located in one state, keeping up with changing compliance regulations is tough to balance with all of your other HR tasks. To help you stay up to date with all of these changes and upcoming 2020 deadlines,

[The Anti-Harassment Compliance Guide](#) details which states have anti-harassment training mandates, required policies, and pending laws.

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[5 states entered 2020 with pending anti-harassment mandates.](#)

[Find out which here.](#)

**- The Anti-Harassment Compliance Guide**





## COMPLIANCE BLOGS

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### Federal Employment Laws by Employer Size

Depending on the size of your business, you may have to follow any number of different federal laws. [The Federal Employment Laws by Employer Size](#) sorts every federal law into 5 categories: employers with 15+ employees, 20+ employees, 50+ employees, 100+ employees, and finally, employers of all sizes. From the Equal Pay Act to the Fair Labor Standards Act, this compliance guide has you covered.

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Out of all the federal employment laws, only 5 apply to employers of all sizes. Discover which laws apply to you.

**- [Federal Employment Laws by Employer Size](#)**

### 2020 Labor Law Poster Updates: A Guide for Every Business

As of January 1st, 2020, several states updated their labor laws. From changes in minimum wage to paid family leave, [2020 Labor Law Poster Updates: A Guide for Every Business](#) covers these law updates by state. To help you prepare for these new regulations, this guide also details how you can update your current labor law posters.

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California's minimum wage increase for the upcoming year is \$13.00, which will be the highest increase out of all the states in 2020.

**- [2020 Labor Law Poster Updates: A Guide for Every Business](#)**



# COMPLIANCE BLOGS

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## 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 2020:

### Namely's Comply Database

Namely recently released **Comply Database**, which 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, Comply Database 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.

Comply Database 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 BLOGS

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## Namely's Comply Advice & Action

Namely also released an end-to-end people risk management solution, [Comply Advice & Action](#). 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 Comply Advice & Action, 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

Comply Advice & Action keeps you in check with changing compliance regulations so that you can spend your time focusing on other HR processes. With Namely's new solution, staying compliant has never been easier.

## 2020 HR Calendar

From special occasions like “National Coffee Day” to key IRS and Affordable Care Act reporting deadlines, this [2020 HR Calendar](#) will help you ring in 2020 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.

## COMPLIANCE BLOGS

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### 2020 Events

In 2020, several organizations are hosting 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:

### Namely Connections

Namely's regional event series, **Namely Connections**, is **touring 7 cities** in 2020. Kicking off the tour this February in Austin, TX, Namely Connections is a two-day event for Namely clients and prospective clients. Namely Connections offers the opportunity to spend one-on-one time with Namely experts, engage and network with other HR professionals, and hear more about exciting product updates designed to make the workplace run more effectively. Since compliance is such a hot topic, some sessions will focus on how companies can stay compliant in 2020 and Namely's new offerings, **Comply Database** and **Comply Advice & Action**. Make sure you don't miss out on this event series in a city near you:

- February: Austin, TX • April: Boston, MA • May: Washington, D.C. • July: Chicago, IL
- September: Los Angeles, LA • October: New York, NY • November: Atlanta, GA

### Want to attend?

**Fill out this form**, and we'll reach out when we open registration for our upcoming Namely Connections events.

## COMPLIANCE BLOGS

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### COMPLY

For the 6th year in a row, the **COMPLY Conference** is hitting NYC. From May 5-6, 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. This year, hear from executives at companies like Capital One, Credit Suisse, Robinhood and even the FTC.

### Compliance Week 2020

From May 18-20, **Compliance Week 2020** will be hosted in Washington, D.C.. Compliance, risk, and audit executives travel from all over the world to attend this conference every year. This year's keynote speakers include former FBI Director James Comey, the U.S. Securities and Exchange Commissioner Hester Peirce and many, many more. Compliance Week consists of workshops, cocktail hours, a D.C. walking tour, and other networking opportunities.

### 19th Annual Compliance & Ethics Institute 2020

The Society of Corporate Compliance and Ethics is hosting its **19th Annual Compliance & Ethics Institute 2020** from September 13-16 in Grapevine, TX. Every year, this networking conference hosts more than 1,800 attendees from 45 countries. From current issues to emerging 2020 trends, the Annual Compliance & Ethics Institute's leading industry speakers cover critical compliance topics. Learn the how to stay compliant by using Artificial Intelligence, preventing sexual harassment, and prohibiting discrimination in the workplace.



# CONCLUSION

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Get ahead of the changes and make **2020 the year to prioritize compliance at your company.**

## CONCLUSION

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With each new regulation rolling out in 2020, the fight to stay compliant is going to become an even tougher battle. However, you can tackle compliance head on in the new year by utilizing these top resources. Get ahead of the changes and make **2020 the year to prioritize compliance at your company.**



## ABOUT NAMELY

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Namely is the #1 HR Software company that empowers midsize businesses to build better workplaces. Its cloud-based software brings HCM, benefits, insights, payroll, and time into a single-view platform to help modern HR teams make data-driven decisions about their people and understand what's really going on in their workforce.

The Namely ecosystem includes powerful integrations with market-leading applicant tracking, identity management, ERP, compliance, E-Verify solutions, and more. Serving more than 1,400 clients with 280,000 employees globally, the company is backed by leading investors, including Altimeter Capital, GGV Capital, Matrix Partners, Scale Venture Partners, Sequoia Capital, Tenaya Capital, and True Ventures. For more information, visit [www.Namely.com](http://www.Namely.com).

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

