

emTRAiN **LAWFUL TERMINATIONS**



WHY CHOOSE emTRAiN?

“We chose emTRAiN’s course because it’s the most compelling, and they customized it to fit our culture perfectly.”

—Google

OUR COURSE COVERS:

- * Employment contracts and exceptions to at-will
- * Whistle-blower and retaliation issues
- * Constructive termination
- * Safe termination meetings
- * Promissory fraud, defamation, and reference requests

OUR COURSE WILL HELP YOUR MANAGERS:

- * Understand wrongful termination law and theories;
- * Learn the common termination mistakes and how to avoid them;
- * Increase their partnership with HR; and
- * Learn how to conduct a lawful termination with confidence.

Firing employees without getting sued: What your managers really need to know

How many times have you read about disgruntled workers suing for wrongful termination, and WINNING large settlements and awards? Employees can find lots of reasons to state a claim, including a previous complaint to a supervisor, taking a medical leave, or a supervisor’s statements that conveyed an implied contract.

ALL wrongful termination cases can be avoided if you teach your managers how to say and do the right things. Savvy organizations are learning from the mistakes of others and realizing how critical it is to teach every manager the concepts involved in lawful terminations.

PROTECT YOURSELF & YOUR COMPANY

When you train your managers and supervisors on lawful terminations, they can help stop lawsuits before they start by:

- * Avoiding conduct that undermines the at-will relationship
- * Learning the many situations where employees are protected and how to proceed when disciplining in those situations
- * Properly documenting poor performance and misconduct
- * Conducting thorough, honest performance evaluations and giving constant feedback so a termination decision is never a surprise

THE emTRAiN SOLUTION

Our interactive, research-based online course, developed by a team of attorneys, covers the difficult-to-deal-with topics of discrimination, harassment, retaliation, discipline, and liability. Our unique course features include:

- * Questions throughout that encourage the learner to apply his or her understanding
- * Videos of workplace scenes that help learners see how problematic behavior can lead to claims
- * A staff of legal experts who will answer your trainees’ questions within two business days
- * All manager courses include checklists and specific suggestions to minimize your risk
- * Our easy-to-use Learning Management System Dashboard, enabling your administrator to launch and track training efforts

CONTACT US FOR A FREE DEMO TODAY, and see why organizations such as Google, The State of California, and McDonalds have chosen emTRAiN’s online, on-demand solutions.