

# WHAT YOU DON'T KNOW CAN HURT YOU AND YOUR DENTAL PRACTICE!

CALL EMPOWERHR ABOUT OUR HR/ COMPLIANCE/PAYROLL/BENEFITS AND WORKERS COMPENSATION PACKAGE ALSO INCLUDES EMPLOYEE PRACTICES LIABILITY INSURANCE, WHICH FURTHER PROTECTS YOU IN ANY EMPLOYEE TORTUOUS ACTION. OUR COMPLETE PROGRAM WILL KEEP YOU COMPLIANT AND COVERED.

## HIPAA - HEALTH INSURANCE PORTABILITY AND ACCOUNTABILITY ACT OF 1996

**Severe civil and criminal penalties** for non-compliance, including:

- Fines up to \$25,000 for multiple violations of the same standard in a calendar year
- Fines up to \$250,000 and/or imprisonment up to 10 years for knowing misuse of individually identifiable health information

## TITLE VII - TITLE VII OF THE CIVIL RIGHTS ACT

**EEOC** - Equal Employment Opportunity Commission

- A total of 447,161 charges were brought to the EEOC from 2005-2010; nearly 100,000 of the charges came from 2010 alone
- In 2008, the EEOC reported financial recoveries of approximately \$376 million for victims of discrimination
- The average verdict award was nearly \$900,000 in 2007, according to Jury Verdict Research, while the average settlement was nearly \$550,000. These amounts do not include legal fees

## IRCA - IMMIGRATION REFORM AND CONTROL ACT / DEPARTMENT OF HOMELAND SECURITY SAFE HARBOR RULES

- **I-9's must be correct or \$1,100 fine per incorrect form**
- Criminal prosecution for employers who hire illegal workers

## ADA - AMERICANS WITH DISABILITIES ACT OF 1990

Monetary loss through lawsuits and settlements. The federal Department of Justice may file a lawsuit to force ADA compliance and the court may rule that fines need to be paid

## ADEA - AGE DISCRIMINATION ACT OF 1967

Back Pay, value of lost benefits, reinstatement and attorney's fees

## EPA - EQUAL PAY ACT OF 1963

**Back pay for up to three years** from the time of filing the lawsuit, liquidated damages (which can be several times your actual wage loss.), interest, attorney fees and court orders to stop or reverse an employer's retaliatory actions

## FLSA - FAIR LABOR STANDARDS ACT OF 1938

**Unpaid wages for up to 3 years, fines (\$10,000),** imprisonment, liquidation damages and legal fees

## PDA - PREGNANCY DISCRIMINATION ACT OF 1978

Penalties, **fines**, lost wages/benefits and attorney's fees

## USERRA - UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT OF 1994

Penalties, **fines**, lost wages/benefits and attorney's fees

Do you know the meaning of these laws and how they apply to your practice?

How do you keep up-to-date with changes in these and other laws; federal and state?