



THE COMPLIANCE RESOURCES YOU NEED FOR 2021

Namely  HR for Humans

TABLE OF CONTENTS

- Introduction..... 03**
- Resources You Need to Stay Compliant 04**
 - BLOGS..... 05
 - GUIDES 08
 - TOOLS.....12
 - 2021 EVENTS.....14
- Conclusion16**
- About Namely17**

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.

Many companies that reopened their offices created [contact tracing](#) policies in the case that an employee tests positive for COVID-19—which could violate discrimination laws, like the Americans with Disabilities Act (ADA), if not handled correctly.

Now, as vaccines are being released, the question arises whether employers can require their employees to get [vaccinated](#). Since this question impacts several different laws, the answer to it is much more complex than a simple yes or no.

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 2021, 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
- 2021 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.

“

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, [Managing Compliance for a Remote Workforce](#), to learn how to adapt your company’s safety programs to support your employees as they work from home.

“

As we embrace 2021, we would be remiss to move forward without pulling lessons learned from 2020. We’ve experienced many firsts in the past year – be it COVID-19 and its implications on every aspect of our lives, new regulations and guidance to heed, or heightened calls for change driven by Black Lives Matter, international calls for social justice, and the fundamental need for organizational trust. We have a lot to reflect on – the lessons certainly are not in short supply.

– [Hindsight is 2020: Top Tips from 7 Risk & Compliance Experts](#)

”



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 2021, explore these guides:

Labor Laws Posters 2021

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 2021, 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 2021](#)



COMPLIANCE GUIDES

OSHA Guidance on Preparing Workplaces for COVID-19

OSHA is the first organization that many employers turn to when trying to make HR and people decisions about their business. And how to handle COVID-19 in the workplace is no exception. In this guide, you'll learn OSHA's guidance for how to reduce workers' potential exposure to the virus, how to deal with workers living or traveling abroad, how to prepare for future pandemics, and much more.

“When choosing cleaning chemicals, employers should consult information on Environmental Protection Agency (EPA)-approve disinfectant labels with claims against emerging viral pathogens. Products with EPA-approved emerging viral pathogens claims are expected to be effective against SARS-CoV-2 based on data for harder to kill viruses.”

– **OSHA Guidance on Preparing Workplaces for COVID-19**

The Employer's Guide to COVID-19

Compliance during COVID-19 is more complicated than just disease prevention and working from home policies. Since the start of the pandemic, the U.S. government has passed a number of laws and regulations aimed at protecting both employers and employees. This guide has all the information you need regarding the Families First Coronavirus Response Act, the Coronavirus Aid, Relief, and Economic Security Act, HIPAA considerations, the ADA, layoff laws, and so much more.

“One of the new leave laws, the Emergency Family and Medical Leave Expansion Act, allows 12 weeks of partially compensated FMLA leave to care for a child whose school or child care facility has been closed due to COVID-19.”

– **The Employer's Guide to COVID-19**



COMPLIANCE GUIDES

New State Employment Laws Set to Take Effect on Jan. 1, 2021

2021 has brought with it a myriad of changes to the traditional realm of employment law. From California to Maine, we've seen new or updated laws that better define contract workers, limit the use of facial recognition in the workplace, or prohibit the use of criminal records in employment decisions. Does your state have any new laws this year?

“Beginning on January 1, 2021, all private Massachusetts employers must provide covered individuals with paid family and medical leave, funded through a payroll tax.”

– **New State Employment Laws Set to Take Effect on Jan. 1, 2021**

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**



Compliance Issues for Health and Leave Benefits in 2021

In 2020, employers faced no shortage of difficulty when it came to determining and implementing health and leave benefits. Unfortunately, in 2021, this will remain the case for many employers who don't have the support of people like benefits consultants. This guide summarizes the top 10 health and leave compliance developments to address or monitor in 2021.

“Agencies will advance key administration priorities like the transparency rules for group health plans and insurers, with compliance potentially required by the first plan year starting one year after publication of the final rule.”

– Compliance Issues for Health and Leave Benefits in 2021



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 2021:

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 TOOLS

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.

2021 HR Calendar

From special occasions like “National Coffee Day” to important compliance deadlines, this [2021 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.

2021 EVENTS

In 2021, 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:

Namely Connections

Namely's next Namely Connections event will be held virtually in March 2021. This is an exclusive event geared toward prospective clients. In addition to hearing from Namely experts and current clients, you'll gain insight into exciting product updates designed to make the workplace run more effectively. Since compliance is such a hot topic, the event will also focus on how companies can stay compliant in 2021 with Namely's offerings. Namely can help organizations reach their compliance goals with our [Comply Database](#) and [Comply Advice & Action](#). Make sure you don't miss out on this special event!

Want to attend?

Check our [events](#) page for the most up to date information.



2021 EVENTS

COMPLY

The [COMPLY Summit](#) will be taking place virtually this year with three unique events on February 4, March 25, and May 20, 2021. 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. This year, hear from executives at companies like Microsoft, PerformLine, and Anheuser-Busch InBev.

Compliance Week 2021

From May 11-13, 2021, [Compliance Week 2021](#) will be hosted virtually 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.

20th Annual Compliance & Ethics Institute 2021

The Society of Corporate Compliance and Ethics is hosting its [20th Annual Compliance & Ethics Institute 2021](#) from September 19-22, 2021 in Las Vegas, NV. To celebrate this milestone anniversary, the networking event aims to bring together compliance and ethics professionals from all over the world. From current issues to emerging 2021 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

As the COVID-19 pandemic continues, the fight to stay compliant is going to become an even tougher battle. However, you can tackle compliance head on this year by utilizing these top resources. Get ahead of the changes and make 2021 the year to prioritize compliance at your company.



ABOUT NAMELY

Namely is the #1 HR Software company that empowers mid-sized 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.

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

