

4 Employment Traps a Small Business Must Avoid

Article by: Jo Ann Joy

Even if you are a small businesses, there are still certain Equal Employment Opportunity laws that you must comply with depending upon the number of employees including full-time, part-time, and seasonal employees:

1. Title VII of the Civil Rights Act of 1964 prohibits employment discrimination based on race, color, religion, sex, and national origin if your businesses that has 15 or more employees.
2. The Age Discrimination in Employment Act of 1967 (ADEA) prohibits age discrimination against employees who are forty years old or older if the business has 20 or more employees.
3. Title I of the Americans with Disabilities Act of 1990 (ADA) prohibits employment discrimination against qualified individuals with disabilities if the business has 15 or more employees.
4. The Equal Pay Act of 1963 (EPA) prohibits wage discrimination between men and women in substantially equal jobs in any business.

The Equal Employment Opportunity Commission will provide representatives free of charge to train employers about complying with these laws. The Equal Employment Opportunity Commission provides other services for a fee. They also provide free publications with information about the laws and enforcement. All of this information is available on the website at www.eeoc.gov. About the author

Jo Ann Joy is the CEO and owner of Indigo Business Solutions, a legal and business consulting firm. Indigo Business Solutions is a "one stop shop" for small businesses. We differ from other business consulting firms, because we offer comprehensive legal and business counseling. We can offer most of the professional services that a business requires.

Jo Ann has a law degree, an MBA, and a degree in Economics, but she is not a traditional attorney. Rather, she is a strategic business attorney who works closely with clients to create and implement strategies that will greatly improve their performance and chance of success. Her background includes commercial and real estate law, accounting, financial planning, mortgages, marketing, product development, banking, and business strategies. She ran a successful business for 10 years, and she has written and given presentations on many different legal and business subjects.

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