



# HR Compliance Solutions

Reduce your legal exposure  
with a proactive approach

Axelia Partner's three-tier *HR Compliance Solutions* service proactively addresses the essentials of your U.S. HR needs, so that you can focus on growing your business. Implementing best practices in HR will ensure your compliance with state and federal employment regulations—and limit your litigation exposure. Let Axelia Partners provide your company with effective human resources tools.



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**BOSTON • NEW YORK • MIAMI**

## AXELIA PARTNERS' HR COMPLIANCE SOLUTIONS

Becoming an employer in the U.S. comes with certain litigation risks. By default, employment in the U.S. is at will. This practice seems simple, flexible, and employer-friendly, but it also creates a favorable environment for litigation. Additionally, the U.S. legislative and judicial systems take harassment and discrimination in the workplace very seriously—and so should employers.

In this context, it is essential for employers to take appropriate measures to limit litigation risks, to ensure a harassment/discrimination-free workplace, and to protect their business financially.

### THREE ESSENTIAL TOOLS

Axelia Partners' *HR Compliance Solutions* combines three essential tools that will enable your organization to operate in the U.S. with peace of mind. This service is flexible, cost effective, and preventive.

- **Employee Handbook:** When well-crafted, an employee handbook is beneficial to both employers and employees. Our specialists will create a customized handbook that includes clear provisions, including anti-harassment policies. Backed by the leading labor and employment law firm in the U.S., our service ensures that your employee handbook is, and remains, compliant with federal and local laws--a challenge especially for companies operating in multiple states. We will keep your employee handbook up-to-date as legislation and organization changes occur. For this purpose, an annual review is included in our competitive cost.
- **Anti-Harassment Training:** Bills mandating employers to provide annual sexual harassment prevention training, are making their way through the legislative process in several states. Such a bill has been signed into law in the State of New York. To help you promote a harassment-free culture throughout your organization, we provide flexible, cost effective, compliant, and trackable online training solutions wherever your employees are.
- **Employer Practice Liability Insurance:** Given the increase in employment-related litigation, we highly recommend the purchase of an Employer Practice Liability Insurance policy. This insurance covers litigation costs in cases involving wrongful termination, harassment, discrimination, and more. Our team can assist you in identifying the right insurance broker for your needs.

### WHY AXELIA PARTNERS?

#### Trust

Already providing your U.S. organization with scalable, compliant business solutions or consulting services.

#### Expertise

30 years managing HR benefits and payrolls of clients with 2-100 employees in multiple states.

#### One-stop shop

A cohesive resource for your U.S. accounting, finance, tax compliance, HR, and talent search.

### BE PROACTIVE: CONNECT WITH US TODAY



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