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## ***The Employer's Legal Advisor***

By Thomas M. Hanna  
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Recommended by Jeffrey Schieberl, JD, MBA, Practitioner Faculty of Business Law

The *Employer's Legal Advisor* is a lively exploration of some of the challenges confronting contemporary business organizations. Author Thomas Hanna, who has more than forty years of labor and employment law experience to draw upon, offers practical advice to business owners, managers, and human resources professionals on how to protect their business organizations and themselves from potential employee claims.

This book addresses the cost of litigation, issues associated with defending the company or yourself, how to preserve evidence, advantages and disadvantages of electronic devices, issues relative to establishing company policies and how to manage problem employees.

What I found to be of significant value was Hanna's discussion of mitigation measures. More than merely identifying potential problems or issues he offers the reader practical, viable advice on strategies that can effectively minimize or possibly eliminate potential employer legal liability. For example, in chapter four the author discusses sexual harassment policies and the need to publish them. He appropriately points out that such policies should not focus solely upon sexual harassment but should also address harassment predicated upon race, ethnicity, and disability. This would place employees on notice that any form of harassment can be reported and will result in disciplinary action.

The author also effectively addresses issues relative to establishing a relationship with an attorney, how to work with an attorney and strategies relative to the often difficult and sometimes controversial decision as to whether to fight a claim or seek to settle it. As an added value, *The Employee's Legal Advisor* provides a summary of key employment laws and several sample forms and policies, such as generic no-fault attendance policy and sexual harassment policy. I believe this book warrants inclusion in any business resource library.

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