

## Know Employee and Employer Rights for Small Businesses

If you have employees, or looking to hire help, know your rights as an employer, but also know their rights as employees.

Situations may arise where the proper way to handle them is unclear. If you are not sure how to react, proceed with caution and seek guidance.

There are legal requirements you need to understand with regard to your employee's rights. The U.S. EEOC (Equal Employment Opportunity Commission) provides advice specifically for small businesses to help you understand employee and employer rights. Their goal is to help prevent problems before they arise.

The EEOC's [10 Quick Tips for Small Businesses](#) is a great resource. They cover how [Race](#), [color](#), [religion](#), [sexual orientation](#), [national origin](#), [disability](#), [age](#), or [genetic information](#) should NOT be a factor when you:

- hire
- fire
- promote
- pay
- train
- discipline
- or make other work-related decisions.

They provide a wealth of information regarding accommodations for religion and disabilities, discipline, criminal records, training, and setting pay. As usual, the U.S. EEOC is a federal, and massive site. This link to the [Small Business Resource Center](#) page may streamline your search for information.

Remember to check your state and local labor laws regarding any of these topics.