



Handling EEOC Charges: A PEO's Responsibility

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This article reviews the steps a Professional Employer Organization (PEO) should take for the best defense to an EEOC or state agency claim. These steps include ensuring your client has an effective, well published no harassment policy; that supervisors are trained in this area; that a prompt and thorough investigation is conducted; and that appropriate action is taken. A PEO may not be able to escape such claims, but it can certainly take steps to avoid or minimize liability.

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