



## Five Ways to Guarantee a Lawsuit

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Here are the first five of 10 common - but often forgotten - pitfalls that lead to liability and lawsuits for business owners, as well as tips to help avoid them.

- If she can fog a mirror, hire her - many employers get so caught up in the rush to add new employees that they fail to follow basic rules when hiring.
- Don't give them any instructions - many employers are in such a hurry to hire workers that they fail to provide employees with any instructions about their jobs.
- Pay them all a salary - we have seen a surge in wage and hour claims at the federal and state level in the past few years.
- Blow off their harassment complaints - employees are aware of their rights to work in an environment free of harassment and discrimination.
- Get revenge for their complaints - almost 30 percent of the charges filed with the EEOC in the 2007 fiscal year included some form of retaliation claim.

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