

Employee Relations *Issue Category* Assignments

Employee relations teams often struggle with how to best categorize employee issues in their case management system. We recommend using the following Issue Categories and Sub-categories to ensure cases are entered and tracked with consistency.

Legal + Regulatory

- Reduction in Force
- Retaliation
- Unemployment
- EEOC Charge, CHRC, or state agency
- OSHA
- Wage/Hour (FLSA, Work Hours, etc.)
- Workers' Compensation

Union Issues

- Grievance
- Information Request
- Unfair Labor Practice Charge
- Labor Relations Committee (LRC) Notes

Work Environment

- Concern About Employee
- Concern About Management
- Inappropriate Conduct
- Safety Concern
- Violence/Threat

Accommodations

- ADA
- Flexible Work
- Health/Medical

- Nursing Mothers
- Religious
- Service/Support Animal

Discrimination

- Age
- Disability
- Equal Pay/Compensation/Promotion/
Growth Opportunity
- Gender/Gender Identity
- Pregnancy
- Race/Ethnicity
- Religion
- Sexual Orientation

Harassment

- Bullying
- Racial/Ethnic
- Religion

Performance

- Behavior Skill
- Technical Skill
- Performance Improvement Plan
- Performance Review Concerns

Policy and Practice

- Business Operations
- Company Property
- Compensation/Benefits
- Confidential/Proprietary Information
- Conflict of Interest
- Cyber Security
- Dating and Relationships
- Dress Code/Hygiene
- Electronic Communications
- Policy Question
- Social Media
- Substance Abuse
- Time/Attendance
- Travel and Expenses

Leave Management

- Bereavement
- FMLA
- Jury Duty
- Military
- Parental
- Time Off

Sexual Harassment

- Quid Pro Quo (Sexual Harassment)
- Hostile Work Environment (Sexual Harassment)
- Digital/Online Sexual Harassment
- Retaliation Related to Sexual Harassment
- Sexualized Jokes/Sexualized Comments

HRACUITY Platform

Case Management

Investigations



Speak-up Reporting

Manager Support

Analytics



RANKED 4.6 / 5 ON G2



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