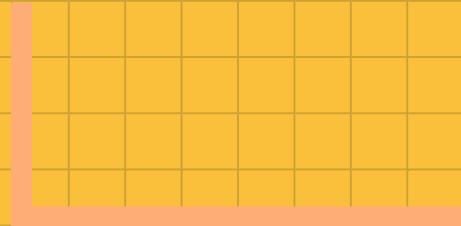# Mineral®

# The Value of an HR Compliance Library

# Cutting Through the Noise

A lot of the information on the internet is inaccurate, and in some cases, fake.[1] And the problem isn't just limited to social media. Laws, regulations, and guidance can all be inaccurate when interpreted by non-experts. This is a problem because accurate information is critical to staying compliant and avoiding liability.

"Law[s] can be vast, dense, vague, and intricate, making compliance a daunting undertaking."[3] Additionally, getting help from external experts can be expensive and time consuming. Internal staff may not have deep knowledge of particular topics.

The top three HR and compliance challenges in 2020 were federal, state, and local law changes.

# The Value of Compliance and Updating

**Why invest in compliance?**

Because ensuring that your business is up to date with current laws will help you avoid liability and be better able to address problematic situations that are inherent in the course of business.

**Why keep updating?**

Because laws change. It shows that you, including leadership and management, take what you say seriously. That level of accountability is critical for maintaining a good culture that serves your business and employees well into the future.[4]

# The Value of an HR Compliance Library

When vetted by experts, an HR compliance library provides searchable, accurate, and credible information without using up valuable resources. It benefits your practitioners, employees, and the overall business.

### Practitioner benefit

A good library helps if you are new to a certain topic. It does that by connecting different, but related, pieces of information. For example, when reading about ways to prevent harassment and discrimination, you'll find state-compliant harassment policies in one spot. A specialized library can also help you learn. Applying new information to systems you already have in place increases your knowledge,[5] which makes your role more valuable.
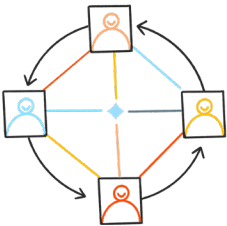
### Employee benefit

Employees increasingly expect their employers to be sources of credible, fact-based information.[6] This applies to what you direct employees to do, such as following health and safety practices, as well as the decisions you make about the workplace, such as creating a process for reporting issues. Informed practices can build trust by meeting employees' expectations.
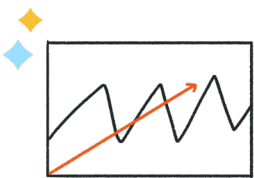
### Business benefit

Business decisions need execution. Guides, checklists, policies, and forms that are based on accurate, credible information help you feel confident in taking action. For example, if you need to discipline an employee, having access to communication templates will help you do it in a respectful manner. An HR self-service compliance library provides not only knowledge, but ways to positively act on that knowledge. And that makes the workplace better (and prevents liability).

# Conclusion

An HR compliance library is a lifeline to small businesses that want to meet their compliance obligations, build their HR capabilities, and elevate their teams.

**Log in**

# About

Mineral is the HR and compliance leader for growing businesses. Through a combination of data, technology and human expertise, our proactive solutions take the guesswork out of HR and compliance, giving clients peace of mind. To learn more, visit trustmineral.com.

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