

10 Takeaways from the 2024 WV SHRM State Council HR Legislative & Law Conference

10. The best defense is a good offense (make sure you have policies and have trained your people on them and make sure you have good, clear documentation)
9. Put your carrier on notice (if applicable) and consider whether to hire a lawyer
8. Locate and preserve related documents
7. Interview potential witnesses (if you haven't already)
6. Prepare a strong response to the charge/complaint
5. Review WVHRC discovery with your lawyer and prepare a thorough response with reasonable objections
4. Work with your lawyer to prepare for the WVHRC interview
3. Answer questions slowly, clearly and thoughtfully
2. Don't be afraid to ask for help
1. Be kind and professional: remember this isn't the end of the world



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