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COMMUNITY BASED HEALTH CARE

Lewis & Kappes provides complete and comprehensive legal services to community based health care organizations, boards of directors, and medical and service providers.

NON-PROFIT ORGANIZATIONS MUST COMPLY WITH EMPLOYMENT and DISCRIMINATION LAWS

Generally, non-profit organizations are subject to the same employment laws and regulations as for-profit corporations. Non-profit organizations, even those having only one employee, in most situations are required to comply with regulations including, but not limited to, wages and hours, employee benefits, workers' compensation, and unemployment insurance.

The number of employees within an organization (non-profit or for-profit) determines whether the organization must comply with Federal laws prohibiting discrimination. Organizations with fifteen (15) or more employees are required to comply with regulations including, but not limited to, Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act, the Age Discrimination in Employment Act, the Pregnancy Discrimination Act, the Immigration Control and Reform Act, and the Equal Pay Act.

Many non-profits choose to implement policies and procedures to ensure compliance with employment and anti-discrimination laws as a preventative measure even when compliance is not required. All non-profit organizations should regularly have a staff member, legal counsel or human resources advisor review employment policies and practices for compliance with applicable laws.

If we can provide you or your organization with additional information or assistance, please contact one of our community based health care attorneys directly at:

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