

Compliance Glossary

Understanding compliance jargon one term at a time. Compliance comes with its own language, and understanding the terminology is key to staying confident and informed. This glossary breaks down the most important terms used when discussing HR compliance. Whether you're refreshing your knowledge or sharing this with your team, these quick definitions and linked resources can help you make sense of the regulations that shape today's workplace.

ACA (Affordable Care Act) A health care reform law with payroll implications for benefits eligibility and reporting requirements.	FCRA (Fair Credit Reporting Act) Federal law that governs how background checks are conducted and disclosed to job candidates.	FUTA (Federal Unemployment Tax Act) Federal law that requires employers to pay a tax used to fund state workforce agencies and unemployment compensation programs.	IRS 3401–3406 Sections of the Internal Revenue Code outlining federal income tax withholding requirements.
ADA (Americans with Disabilities Act) Federal law requiring employers to provide reasonable accommodations and prohibit discrimination based on disability.	FICA (Federal Insurance Contributions Act) Federal law that requires employers and employees to contribute a portion of their wages to fund Social Security and Medicare programs.	HIPAA (Health Insurance Portability and Accountability Act) Protects the privacy and security of medical information held by employers and health plans.	OSHA (Occupational Safety and Health Administration) A federal agency that sets and enforces workplace safety and health standards.
COBRA (Consolidated Omnibus Budget Reconciliation Act) Gives employees the right to continue group health coverage after job loss or reduction in hours, with specific notice and timeline compliance requirements.	FLSA (Fair Labor Standards Act) Sets standards for minimum wage, overtime pay, recordkeeping, and youth employment.	I-9 Form A federally required form used to verify the identity and employment authorization of individuals hired in the United States.	Title VII (Civil Rights Act of 1964) Prohibits employment discrimination based on race, color, religion, sex, or national origin.
EEOC (Equal Employment Opportunity Commission) The federal agency that enforces laws prohibiting workplace discrimination.	FMLA (Family and Medical Leave Act) Entitles eligible employees to unpaid, job-protected leave for family and medical reasons.	Immigration Reform and Control Act (IRCA) The Immigration Reform and Control Act of 1986 (IRCA) is a federal law that prohibits employers from knowingly hiring individuals who are not authorized to work in the United States.	Wage Garnishment A legal process that requires employers to withhold a portion of an employee's wages to satisfy debt or legal obligations.

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