

2025 STARTUP CHECKLIST

HR Policies

De-risk your next stage of growth with a clear, founder-friendly HR policy checklist. **Starter kit, not a comprehensive policy set.** This resource covers the essentials most new U.S. employers need to launch with confidence.

<input type="checkbox"/>	At-will employment policy
<input type="checkbox"/>	Non-discrimination policy
<input type="checkbox"/>	Anti-harassment policy
<input type="checkbox"/>	Retaliation policy
<input type="checkbox"/>	Social media policy
<input type="checkbox"/>	Work-from-home policy
<input type="checkbox"/>	International remote work policy
<input type="checkbox"/>	Workplace violence policy
<input type="checkbox"/>	Drug and alcohol policy
<input type="checkbox"/>	Recruiting and hiring policies
<input type="checkbox"/>	Compensation policy
<input type="checkbox"/>	Workplace health and safety policy
<input type="checkbox"/>	ADA reasonable accommodation policy
<input type="checkbox"/>	Religious accommodation policy

<input type="checkbox"/>	Discipline policies
<input type="checkbox"/>	Dress code policy
<input type="checkbox"/>	Attendance and tardiness policy
<input type="checkbox"/>	Time off/leave policies
<input type="checkbox"/>	Bereavement leave policy
<input type="checkbox"/>	Meals and break periods policy
<input type="checkbox"/>	Nepotism policy
<input type="checkbox"/>	Work authorization/immigration policy
<input type="checkbox"/>	Equal Opportunity Employer policy
<input type="checkbox"/>	Electronic communications policy
<input type="checkbox"/>	Wage & Hour policies
<input type="checkbox"/>	Generative AI policy
<input type="checkbox"/>	Termination policy
<input type="checkbox"/>	Code of conduct policy

This starter kit is general guidance. It is not legal advice and does not replace counsel. Laws change. Confirm federal, state, and local requirements for your location and size.

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