

## Compliance Today – March 2020 The risk of "over-complying"

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By Gerry Zack

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How many of you have heard a compliance officer state that “If I only ask employees to do what the law says, we’ll never be in compliance.” They fear that if they let people know where the line is, workers will instantly rush to it, and some, inevitably, will cross it. That’s definitely a risk, but there’s also a risk in being too cautious. For some areas of law, employees need to know what the line is, because that’s the standard the industry follows. If you keep them well behind the line, it’s sort of like telling them that they have to drive 10 miles an hour under the speed limit. They’ll always be late, lose trust in your veracity, and blame compliance for hurting the business.

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