

# **Little Mexico Launches NOM-035 Survey Tool to Assist Employers with Compliance**

Little, the world's largest employment and labor law practice representing management, announces the launch of the Little NOM-035 Survey, a resource for employers in Mexico. The technology-driven tool helps in-house counsel and human resources managers efficiently comply with new survey requirements under the Mexican Official Standard NOM-035-STPS-2018 (or "NOM-035").

NOM-035 requires employers to implement several measures to identify, analyze and prevent work-related psychosocial risks that could harm the physical and mental health of their employees. As part of the regulations, by October 2020 companies with operations in Mexico will be required to conduct surveys of their workforces every two years on a variety of mental health-related issues. This deadline has not been extended due to the COVID-19 pandemic. With the Little NOM-035 Survey tool, employers can quickly and securely complete the required surveys, receive easy-to-read visual reports, and leverage data analytics to track and guide targeted compliance efforts.

The results uncovered through Little's NOM-035 Survey offer a blueprint for Little attorneys to provide counsel on potential modifications to ensure compliance and enhance employee well-being. The visual reports provided through the tool highlight areas in most need of review, while aiding in maintaining records and meeting the requirement that findings be made available to authorities and employees. As data and insights accrue over time, HR teams – in tandem with Little counsel – will be well-positioned to develop more targeted assistance, training and policies based on substantive

analytics.

Little's NOM-035 Survey complements the firm's broad suite of innovative and practical resources for employers. Little's Service Solutions – including Little CaseSmart (the firm's approach to efficiently managing employment litigation), the Little Pay Equity Assessment (a technology tool for conducting audits and guiding legal strategy) and Little onDemand (a data-driven solution for employment law advice and counsel) – are designed to provide clients with efficient legal counsel, help shape legal and compliance strategies, and spot trends and inform critical business decisions.