

Employment Discrimination and EEO Practice Manual For California Employers - 14th Edition

Richard J. Simmons
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At last — a clear and understandable manual that contains all the important information California employers need to make and implement important decisions and to defend discrimination, discipline, and termination complaints. The **Employment Discrimination and EEO Practice Manual For California Employers** by Attorney Richard J. Simmons of Sheppard, Mullin, Richter & Hampton LLP has been used by government enforcement officials as a reference and training manual. It is a complete, non-technical guide to **State and Federal employment discrimination laws**. As a one-stop desk reference showing requirements of laws applicable to California employers, it shows how to comply with applicable laws and the costs of noncompliance.

This Manual is an **essential tool** for every HR representative, payroll executive, labor relations consultant, employment attorney, and EEO coordinator. Among the numerous topics addressed are the following:

- Sexual & Unlawful Harassment Rules
- Ban the Box Rules
- Pregnancy Discrimination
- Salary History Inquiries
- Workers' Comp Leaves
- Defenses
- Legislative Changes
- Equal Pay Laws
- Training Mandates
- Medical Information Confidentiality
- Dress and Grooming Rules

- English-Only and Fluency Rules
- Sexual Orientation, Gender Identity & Gender Expression
- Wrongful Termination
- Age Discrimination
- Gender Discrimination

- California Laws and FEHA
- CRD and FEHC Regulations
- New National Origin Protections
- Defamation Issues
- Confidentiality Restrictions

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Attorneys

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Practice Areas

Labor and Employment