

## 2020 Employment Discrimination And Employee Relations Laws

### Winter 2020

#### Castle's Winter Seminar Series

##### February 20, 2020 - Orange County

Embassy Suites Anaheim Hotel - Garden Grove

##### February 26, 2020 - Pasadena Area

Embassy Suites Hotel - Arcadia

#### Registration

8:30 a.m.

#### Program

9:00 a.m. - 4:30 p.m.

#### COURSE FACULTY

**Richard J. Simmons**

**& Ronda D. Jamgotchian Or Hilary A. Habib, Attorneys**

**Sheppard, Mullin, Richter & Hampton LLP, Los Angeles, California**

The seminar is designed to provide a guide to Human Resource Officials, Personnel Specialists, Consultants, Supervisors and other management officials through the ever-increasing maze of state and federal employment discrimination laws. Registrants will receive a **free** copy of Simmons' 12th Edition of the **EMPLOYMENT DISCRIMINATION AND EEO PRACTICE MANUAL FOR CALIFORNIA EMPLOYERS (over 860 pages)**. The California Department of Fair Employment and Housing and the FEHC have both recognized the value of this manual and obtained copies for investigators, consultants and supervisors throughout California.

The program will also examine other personnel relations laws and issues of significance to California employers including **disability discrimination, pregnancy discrimination, "wrongful discharge," and "unfair termination."**

**Among the many subjects that will be discussed in the program are the following:**

- **Wrongful termination -- employer pitfalls, safeguards, and defensive practices**
- **Americans With Disabilities Act Update and EEOC Guidance**
- **FEHC Regulations**

- **Sexual and Unlawful Harassment Rules**
- **FEHA Changes in 2020**
- **New pregnancy leave regulations, transfer rules, and notification obligations**
- **California Fair Employment and Housing Council Developments and Regulations**
- **Disability Discrimination**
- **Age Discrimination**
- **New Gender Expression and Identity Protections**
- **Older Workers Benefit Protection Act and New Regulations**
- **Workers' compensation leaves of absence - job retention rights - continuation of benefits and insurance**
- **Sexual preference and orientation law - Impact on benefit obligations**
- **Pre-employment inquiries in interviews and applications**
- **Genetic Information Nondiscrimination Act (GINA)**
- **Inspection of personnel files under amended law**
- **Immigration concerns of employers - Final Rules and Employee Screening Obligations**
- **Defending Cases Before The EEOC And California Department Of Fair Employment And Housing**
- **Questions and answers**

#### **MCLE Credit**

This activity has been approved for MCLE credit in the amount of 6 hours by the State Bar of California. Sheppard Mullin Richter & Hampton LLP certifies that this activity conforms to the standards for approved education activities prescribed by the rules and regulations of the State Bar of California governing minimum continuing legal education.

#### **HRCI Credit**

The HR Certification Institute pre-approved this activity for 6 HR (General) recertification credit hours toward aPHR™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ certifications. The content of the activity submitted has met the criteria of the Approved Provider Program.

#### **SHRM Credit**

This program is valid for 6 PDCs for the SHRM-CPSM or SHRM-SCPSM .

- ***Go To Registration***

## **Attorneys**

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