

## 2013 Employment Discrimination and Personnel Relations Laws - Orange County and Pasadena Area

### February 21 and 27

Winter 2013  
February 21, 2013  
Orange County  
Crowne Plaza  
Garden Grove

February 27, 2013  
Pasadena Area  
Embassy Suites  
Arcadia

### COURSE FACULTY

**Richard J. Simmons**  
& Tracey A. Kennedy Or Ronda D. Jamgotchian, 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 the New Ninth Edition of Simmons' **EMPLOYMENT DISCRIMINATION AND EEO PRACTICE MANUAL FOR CALIFORNIA EMPLOYERS** (over 780 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 and EEOC Guidance
- New FEHC rules on punitive, exemplary, and emotional distress damages
- Sexual harassment – the laws and new decisions
- FEHA Changes in 2013
- New pregnancy leave regulations, transfer rules, and notification obligations
- New California Fair Employment and Housing Commission Developments and Regulations

- Lilly Ledbetter Fair Pay Act
- Age discrimination -- new issues -- jury trials -- liabilities
- New Gender Expression 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 -- New rules
- Genetic Information Nondiscrimination Act (GINA)
- 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

To register please click here: <http://www.castlepublications.com/sem-reg.htm>