

Overview: (1) "Protected" Categories (2) How Can It Effect Your Business? (3) How Can You Protect Your Business? On The Front Lines of Workplace Law"

(1) Protected Categories • The obvious • Sex, Gender, Race, Color, Religion, Age, Disability Status • The less obvious* • National Origin, Citizenship, Gender Identity, Sexual Orientation, Pregnancy, Marital Status, Familial Status, Arrest or Conviction Record • The ones that may surprise you* • Military Status, Predisposing Genetic Characteristics, Status as a Victim of Domestic Violence

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(2) Enforcement	Fisher Phillips
 Equal Employment Opportunity Comr Federal agency charged with enforcing T and Equal Pay Act, Pregnancy Discrimina Information Non-discrimination Act 	Title VII, ADEA, ADA,
 Employer Coverage Title VII – 15 or more employees ADEA – 20 or more employees ADA – 15 or more employees Equal Pay Act – 1 or more employees 	
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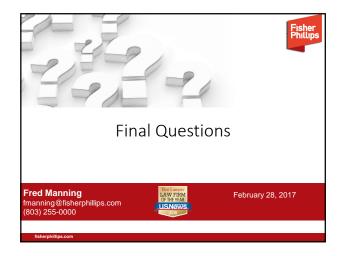
• Who can be "guilty" of harassment/discrimination? • Anyone – not limited to treatment of employee by supervisor • Co-worker • Group or Shift Leader • Supervisor or Manager • Someone with whom you do business • Ex. customer, invitee, contractor, subcontractor

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(3) How Can it Effect Your Business?	Fisher Phillips		
• Isn't it obvious if behavior is harassing or	_ _		
discriminatory? • Yes			
Derogatory Comments/SlursUnwanted Physical Contact	-		
and No Preferential Treatment Relating to	_		
Shifts/Scheduling/Job AssignmentsEquipment			
Housing Accommodations Access to Facilities Break and Meal Times	-		
"I didn't even realize" (often times it isn't even deliberate)	-		
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4) How Can You Protect Your Business?	Fisher Phillips		
Affirmative Defense for Employers			
	-		
Written Policies/Handbook	_		
Training			
Communication	-		
• Third-Party HR "Hotline"?	_		
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5) Disparate Treatment Example	Fisher Phillips		
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 Avoid favorable treatment on the basis of a protected characteristic – National Origin 	-		
discrimination:	d		
 EEOC alleged farm violated Title VII when "it subjecte American and African-American workers to disparate 	a <u>-</u>		
terms and conditions of employment based on their national origin and/or race, including:	_		
Segregated buses Segregated work crews			
 Differences in production standards and work assignments 	-		
 Unlawfully terminated qualified American and/or African- American workers and replaced them with foreign workers 			

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