

Insights, News & Events

HR TREND TALKS: THE “CONVINCING MOSAIC OF EVIDENCE” STANDARD IN EMPLOYMENT DISCRIMINATION AND RETALIATION CASES

Event

Jan 27, 2026

12:00 pm - 1:00 pm EST

The 11th US Circuit’s shift away from the traditional burden-shifting framework toward a more holistic “convincing mosaic” standard signals a plaintiff-friendly shift in how workplace discrimination and retaliation cases are evaluated. These changes may make it harder for employers to secure early dismissals and could increase the likelihood that claims survive initial motions. Now it is more important than ever for employers to understand evolving standards, anticipate litigation risks, and refine compliance and documentation practices to streamline employment disputes for an early resolution. Join Brett Owens and Justin McConnell as they break down the key implications of this shift for employers and offer practical strategies to help navigate the changing litigation landscape.

This event serves as a virtual networking platform for HR professionals to exchange insights and share best practices with their peers. This one-hour session features a 30-minute presentation by Fisher Phillips’ Partners Brett Owens and Justin McConnell. Following this discussion, participants will be guided into breakout sessions, providing an opportunity to actively engage in conversations, exchange insights, and pose questions to fellow HR professionals.

Space is limited. Registration is required.

Related People



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If you have any questions, please contact [Christian Davidson](#).

Fisher Phillips is committed to providing access to all of our events for disabled attendees. Automated closed captioning is available for all of our webinars. For other accommodation inquiries, please give us three business days advance notice prior to the scheduled event by contacting [Christian Davidson](#). Thank you.

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