

Resources

Where Does it Stop: The Expanding World of Discrimination Claims

February 15, 2019

Title VII of the Civil Rights Act was enacted in 1964 and the last significant federal law passed by the United States Congress was the Family and Medical Leave Act in 1993. It seems like a lifetime has passed since these laws were implemented. With this passage of time, it would seem that employers would be well versed in these laws and how to avoid problems. However, not only are all laws subject to interpretation by courts, but enforcement agencies draft regulations that further define these laws. Add to that the fact that regulations are also open to interpretation and change depending on the party in the White House, and things are anything but clear. Things are further complicated by the fact that the workforce is constantly changing with baby boomers, Gen X, Gen Y, millennials (and now Gen Z) all having different opinions, beliefs and experiences about appropriate and inappropriate treatment in the workplace as well as different views of who is part of a protected class.

Some questions that employers frequently express include: What is a protected class, especially considering the debate regarding sexual orientation, gender assignment or identification and whether gender neutral pronouns can be required? Is obesity a disability? How do I, as an employer, prove I did not discriminate against an employee making that claim? If an employee thinks something is unfair, can the employee sue the employer? Seeking to shine a light of guidance on the current view of employment discrimination, this workshop will briefly cover the basics of discrimination law and will address in-depth the current issues and interpretations of major employment laws.

Topics to be covered include:

- Basic discrimination laws
- Recent changes in regulations relating to those laws
- Review of recent cases
- Discussion scenarios where discrimination may arise and how to handle those situations
- How employment policies help or hurt in defending discrimination claims

Speakers: **Ramon D. Bissmeyer**, Member, San Antonio; **Donna K. McElroy**, Member, San Antonio
(*Speakers are Board Certified in Labor and Employment Law by the Texas Board of Legal Specialization*)

Friday, February 15, 2019

Two session times offered: 7:30 a.m. – 9:00 a.m. or 12:00 p.m. – 1:30 p.m.

Breakfast/Lunch served 30 minutes prior to beginning of presentation

Dykema

Weston Centre
112 E. Pecan Street, Suite 1800
San Antonio, TX 78205

[Click here to register](#)

Parking: Limited complimentary guest parking is available **only** in the **Upper Level** Parking Garage of the Weston Centre accessible from Soledad Street. Parking ticket will be validated at the event.

Please contact Martin Brogan at 210.554.5324 or mbrogan@dykema.com if you have questions.

HRCI eligibility will be determined after the program. If HRCI accredited, we provide Certificates of Attendance to all attendees.

Where Does it Stop: The Expanding World of Discrimination Claims (Cont.)

Attorneys

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Donna K. McElroy

Practice Areas

Labor & Employment