



News

Melissa Schafer and Brandon Takahashi Present at 12th Annual California Employment Law Update Conference

November 8, 2017

Melissa Schafer and Brandon Takahashi presented at the 2017 California Employment Law Update held October 11-13, 2017 in Costa Mesa, California. This year's conference was designed specifically for California HR professionals and employers.

Schafer's presentation, "Self-Expression in the California Workplace: How to Strike a Legal Balance in Drafting and Enforcing Dress, Grooming and Bathroom Use Policies" discussed best practices for maintaining a workplace free from bias and harassment in which workers are treated with respect and given the opportunity to engage in self-expression subject to an employer's legitimate business policy. Schafer discussed labeling requirements for single-user restrooms to comply with the recently enacted AB 1732; the protections California employees are afforded based on sex, sexual orientation, and gender identity—and how far those protections extend; and how to tell if an expression is religious or cultural in nature and whether it makes a difference for purposes of determining whether FEHA or Title VII protections apply.

Takahashi, meanwhile, co-presented at a pre-conference workshop titled "California Recordkeeping Round-Up: Best Practices for Paper and E-Storage, Meeting Mandatory Notice, Posting, and Policy Drafting Requirements, and More." The workshop served as a "one-stop shop" for employment recordkeeping, mandatory posting and written notice requirements. It also provided attendees with policy crafting tips in the wake of new and existing California and federal requirements.

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