

## Employment Discrimination and EEO Practice Manual For California Employers - 12th Edition

Richard J. Simmons  
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At last — a clear and understandable manual that contains all the important information California employers need to make and implement important decisions and to defend discrimination, discipline, and termination complaints. The **Employment Discrimination and EEO Practice Manual For California Employers** by Attorney Richard J. Simmons of Sheppard, Mullin, Richter & Hampton LLP has been used by government enforcement officials as a reference and training manual. It is a complete, non-technical guide to **State and Federal employment discrimination laws**. As a one-stop desk reference showing requirements of laws applicable to California employers it shows how to comply with applicable laws and the costs of noncompliance.

This Manual is an **essential tool** for every HR representative, payroll executive, labor relations consultant, employment attorney, and EEO coordinator. Among the numerous topics addressed are the following:

- **Sexual & Unlawful Harassment Rules**
- **Ban the Box Rules**
- **Pregnancy Discrimination**
- **Salary History Inquiries**
- **Workers' Comp Leaves**
- **Defenses**
- **Legislative Changes**
- **Equal Pay Laws**
- **Training Mandates**
- **Medical Information Confidentiality**
- **Dress and Grooming Rules**
  
- **English-Only and Fluency Rules**
- **Sexual Orientation, Gender Identity & Gender Expression**
- **Wrongful Termination**
- **Age Discrimination**
- **Gender Discrimination**

- California Laws and FEHA
- DFEH and FEHC Regulations
- New National Origin Protections
- Defamation Issues
- Confidentiality Restrictions

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## Attorneys

Richard J. Simmons

## Practice Areas

Labor and Employment