

## 2025 Employment Discrimination And Employee Relations Laws

### Castle's Seminar Experience

In Person OR Virtual

03.19.2025 | 9:00am - 4:30pm PST

Event Sponsor: Castle Publications

**In Person at the DoubleTree by Hilton Hotel, 924 West Huntington Drive, Monrovia**

**Or Live Broadcast**

**9:00am-4:30pm PST**

**12:00pm-7:30pm EST**

### COURSE FACULTY

**Richard J. Simmons & Hilary A. Habib**

**Attorneys & Partners, Sheppard, Mullin, Richter, & Hampton, LLP**

Castle Publications is pleased to announce that the upcoming seminar series will be presented in person as well as via a live broadcast. Attendees at Castle's programs will see and hear Attorney Richard J. Simmons, one of the nation's most highly sought-after speakers and authors on employment law. Showcasing his energetic presentation style, Mr. Simmons will present the upcoming series while featuring his invaluable Manuals as the program texts for each of the three seminars.

Each of the programs is designed to provide a meaningful examination of the **state and federal laws** in their respective areas, as well as many practical concerns. Particular attention will be devoted to areas of frequent concern to California employers and common pitfalls that have resulted in significant employer liabilities. The programs are intended to show employers **HOW TO** avoid, limit, and eliminate liabilities. Along with the extensive course materials (provided to all registrants), the programs will enable employers to understand what the laws require and how to comply.

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The Employment Discrimination and Employee Relations Laws Program is designed to guide participants through the ever-changing maze of state and federal employment discrimination laws. The program is attended by HR professionals, personnel specialists, attorneys, owners, supervisors and other management officials. Registrants will receive a copy of Richard J. Simmons' **EMPLOYMENT DISCRIMINATION AND EEO PRACTICE MANUAL FOR CALIFORNIA EMPLOYERS (over 910 pages)**. This is the first work of its kind — a one-stop desk reference to state and federal EEO, employment discrimination, anti-harassment, and record retention laws affecting California employers.

The program will also examine other personnel laws and issues of significance to California employers. The rapidly developing laws addressing **disability discrimination, reasonable accommodation, harassment,**

**retaliation, pregnancy discrimination, “wrongful discharge” and “unfair termination”** of employees will be examined. Simmons’ book provides a detailed review of the means by which employers can **AVOID LIABILITIES** in this area. Employers have been found liable for millions of dollars in damages for wrongfully terminating employees.

The course will also present a review of questions that can be asked in **interviews and applications**, and how to treat employees on **pregnancy and workers’ compensation leaves of absence**.

Among the many subjects that will be discussed in the program are the following:

- US Supreme Court decisions defining the scope of Federal Anti-Discrimination Laws
- New Reproductive Loss Leave
- Pre-employment inquiries in interviews and applications on Cannabis Use
- Expanded whistleblower retaliation rights
- Rules on punitive, exemplary, and emotional distress damages
- New Bereavement Leave
- Sexual harassment – recent changes to the law and training rules
- Salary history rules
- Pregnancy leave regulations, transfer rules, and notification obligations
- California CRD developments and FEHA regulations
- Disability discrimination – New state rules, decisions defining covered “disabilities” and employer obligations
- Wrongful termination -- employer pitfalls, safeguards, and defensive practices
- Complaint procedures – liabilities and remedies
- Age discrimination – new issues – jury trials – liabilities
- Americans With Disabilities Act Update and EEOC Guidance
- Older Workers Benefit Protection Act and regulations
- Impact of California’s Marijuana Legalization Reforms
- State law protections for employees with alcohol and drug addictions
- Reasonable accommodations and the interactive process
- Sexual preference, orientation, and gender identity protections
- Equal Pay Laws
- English-only rules and updated regulations
- Dress and grooming standards
- Mental disability rules – scope of protection for mental disorders, alcoholism, and drug addiction
- Workers’ compensation leaves of absence – job retention rights – continuation of benefits and insurance – duration of leaves
- Immigration concerns of employers

- Emotional distress claims
- Hiring practices
- Defending cases before the EEOC and California CRD
- Genetic Information Nondiscrimination Act (GINA)
- Defenses and strategies
- Common pitfalls and areas of exposure
- Inspection of personnel files
- Disciplinary action and interviews
- Defamation issues and recent amendments
- Blacklisting and misrepresentation laws
- Communication skills rules
- Telecommuting and work-from-home accommodations
- Damages & Remedies
- Statutory Amendments
- Other significant issues
- Questions and answers

## **MCLE Credit**

This activity has been approved for MCLE credit in the amount of 6 hours by the State Bar of California. Sheppard Mullin Richter & Hampton LLP certifies that this activity conforms to the standards for approved education activities prescribed by the rules and regulations of the State Bar of California governing minimum continuing legal education.

## **HRCI Credit**

The HR Certification Institute has pre-approved this activity for 6 HR (General) recertification credit hours toward aPHR™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ certifications.

## **SHRM Credit**

This program is valid for 6 PDCs for the SHRM-CPSM or SHRM-SCPSM .

- ***Go To Registration***

## **Attorneys**

Hilary A. Habib

Richard J. Simmons

## **Practice Areas**

Labor and Employment