

Discrimination

Overview

Carlton Fields' labor and employment practice group defends employers against claims of unlawful discrimination in the workplace. These claims present one of the greatest challenges employers face, whether they are a small business or *Fortune* 100 company.

Federal, state, and, in many instances, municipal laws prohibit discrimination in the workplace and prohibit retaliation against an employee who raises a concern of unlawful discrimination. Our practice offers decades of experience in handling every type of claim in this area, including claims under Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act (ADA), the Age Discrimination in Employment Act (ADEA), the Family and Medical Leave Act, and the Equal Pay Act. In addition, we defend these claims at the administrative level before the Equal Employment Opportunity Commission, the Department of Labor, the National Labor Relations Board, and with state commissions on human relations. We also handle claims under state law, including those under public and private whistleblower statutes, workers' compensation retaliation statutes, and related state law claims such as breach of contract, defamation, negligent hiring, negligent retention, and tortious interference.

As the employee claim landscape continues to evolve, our group remains on the cutting edge of regulatory changes, changes in law and defense strategy, and changes in workforce demographics. For instance, in the past two decades, older workers have become a larger portion of the workforce as the baby-boom generation ages. Not surprisingly, the EEOC reports a dramatic increase in the number of age discrimination complaints filed. Similarly, with the advent of the "Me Too" movement, our firm has defended an increased number of claims of harassment in the workplace.

Our services focus not only on the defense, of these claims, but also on their prevention. We work with our clients to help them develop positive labor relations, and offer workplace training, investigation services, and compliance audits as needed.

Insights

04.08.2023

Biden Administration Seeks to Prohibit Blanket Ban on Transgender Student Athletes

01.28.2023

Decision Against McDonald's Includes Important Lessons For Employers About Sexual Harassment in the Workplace

03.08.2021

Federal Legislation to Bar Discrimination Based on Sexual Orientation or Gender Identity Passes in the U.S. House, Is Under Consideration in the Senate

12.15.2020

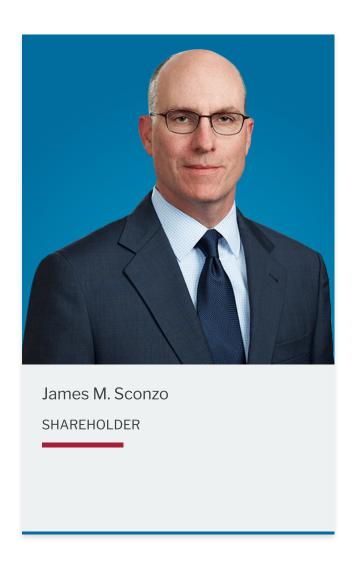
Not If, But When: Applying the ADA's Accessibility Requirements to Mobile Apps

01.24.2019

Gender Diversity With Mediators, Arbitrators and Expert Witnesses (subscription required)

Our Team

Key Contacts



Additional Members



Cathleen Bell Bremmer OF COUNSEL

Tampa

\$ 813.229.4326



Kenneth J. Cesta
OF COUNSEL

New Jersey

4 973.828.2618



Alexander D. del Russo SHAREHOLDER

West Palm Beach

\$ 561.650.0332



Julia E. Duffy ASSOCIATE

New Jersey

4 212.430.5514



Jorkeell Echeverria
ASSOCIATE

New Jersey

4 212.430.5521



Michael T. Hensley
SHAREHOLDER

New Jersey

4 973.828.2613



Allison Oasis Kahn SHAREHOLDER

West Palm Beach

\$ 561.650.8041



Roger S. Kobert SHAREHOLDER

New York

4 212.785.9161



Mac R. McCoy
OF COUNSEL

Tampa

\$ 813.229.4393



Justin R. Peters
ASSOCIATE

Los Angeles

\$ 310.843.6308



Jonathan Sterling
SHAREHOLDER

Hartford

\$860.392.5042



James R. Wiley

OF COUNSEL

Tampa

\$ 813.229.4325

Related Capabilities

Practices

- Banking, Commercial, and Consumer Finance
- Construction
- Health Care
- Real Estate
- Corporate Law and Governance
- Cybersecurity and Privacy
- Employee Benefits, Compensation & ERISA
- ERISA Employee Benefit Plan Litigation

Industries

- Banking, Commercial, and Consumer Finance
- Construction
- Health Care
- Real Estate

- Immigration Planning and Compliance
- Labor & Employment
- Litigation and Trials
- False Claims Act, Qui Tam, and Whistleblower Defense
- Trade Secrets / Noncompete Litigation and Consulting
- Wage and Hour
- Sales Practices Market Conduct Litigation
- Education
- Class Actions