

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.

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