

## Litigation Avoidance Tactics for Employers: Identifying & Avoiding Exposure to Discrimination, Harassment, and Retaliation Litigation

Live Webinar

May 5, 2022

### Event Sponsor: Greenbaum, Rowe, Smith & Davis LLP

Greenbaum, Rowe, Smith & Davis LLP will present the webinar “Litigation Avoidance Tactics for Employers: Identifying & Avoiding Exposure to Discrimination, Harassment, and Retaliation Litigation” on Thursday, May 5, 2022 from 12:00pm – 1:00pm.

Speakers for the program are:

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Litigation related to employment issues can extract a significant toll on private and public employers of all sizes, including lost time, monetary expense and reputational impact. A discrimination, harassment or retaliation claim that becomes a full-blown lawsuit brings about unwanted – and sometimes avoidable – legal and public relations headaches for business owners and their internal teams. Although there is no surefire way to avoid these claims entirely, understanding the related legal landscape is an important first step. Additionally, there are multiple protective actions that employers can take to lessen the likelihood of lawsuits based on alleged discrimination, harassment or retaliation based on race, age, sex, disability, or a wide variety of other protected characteristics.

This webinar will address litigation avoidance tactics for employers, with a specific focus on how to identify and avoid exposure to discrimination, harassment, and retaliation litigation. Our speakers will provide a content-rich primer on the types of employment litigation that employers often find themselves

## Seminars & Events (Cont.)

involved in, including claims under the New Jersey Law Against Discrimination (NJLAD) and New Jersey's whistleblower law, the Conscientious Employee Protection Act (CEPA).

Issues to be addressed during this important presentation will include:

- The basic language of discrimination and retaliation litigation, including what constitutes "retaliation," the difference between "quid pro quo" and "hostile work environment," the legal definition of "sexual harassment," and what rises to the level of a legitimate business reason for an "adverse employment action"
- Why an effective and current anti-harassment policy is critical to asserting the appropriate defenses to supervisor liability for the previously unknown alleged bad acts of non-supervisor employees
- A high-level review of recent significant case law in this area and an analysis of the recent federal statute barring arbitration of claims of sexual assault and sexual harassment

If you were unable to attend, please view the Program Recording.