



Diversity, Discrimination and Equal Pay

We help clients create a legally compliant and diverse workforce. In turn, this helps our clients harness the benefits of being a proactive and fair employer.

Our focus is not simply on defending discrimination claims. That approach is reactive and does nothing to advocate the positive and essential contributions that all sections of the workforce can make.

The risks of not engaging properly with equality and diversity issues can be serious, with policy failings and other problems leading to claims, litigation, financial penalties and damage to corporate reputations and brands. Businesses that show they truly value diversity, encourage respect for individuals and promote equality through a methodical approach, are far better placed to recruit and retain the best talent, which is essential in times of both economic uncertainty and prosperity. It also ensures they are better placed to successfully defend any claims.

KEY CONTACTS

Tim Marshall

Partner

London

T: +44 (0)20 7796

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tim.marshall@dlapiper.com

CAPABILITIES

Our services include:

- Advice and consultancy – including the business landscape and employee issues, impact assessments, potential problems, opportunities for progressive change
- Equality and diversity audits – across multiple locations, policies, systems and approaches, including past experiences, employee perceptions and future needs
- Benchmarking – accurate data collection, comparisons and benchmarking of data and remuneration packages across different companies, geographies, departments, functions, teams
- Policy development – pragmatic approach working alongside your people to deliver practical solutions that align business initiatives with a commitment to deliver
- Diversity and equality training – standard and bespoke programmes
- Internal communications and media relations – for employee understanding and engagement, plus stakeholder communications and crisis management
- Litigation – fast access to highly experienced and trusted individuals for individual and group action disputes

EXPERIENCE

- Undertaking diversity training for a wholesaler starting with the board of directors and then cascading the training to management and human resources business partners
- Managing workshops to a wide selection of US employers with relevant information on diversity and discrimination issues

relevant in the European and international jurisdictions in which they operated

- Advising a US client on the implications/practical ways of gathering sensitive employee data in several European jurisdictions in order to comply with equality monitoring obligations in the US
- Assisting a leading investment bank to defend a complaint brought by a senior executive in the UK's Equal Opportunities Commission
- Providing in-house training to a number of international employers in Hong Kong on the new Race Discrimination Ordinance. This included running an interactive case study session with over 80 lawyers and human resource managers in a global company
- Rolling out a 'managing our people better' programme to all personnel within a major retailer so all staff were aware of the equality and diversity obligations from the board to the shop floor

INSIGHTS

Publications

Global Employment Law Quiz 2019

11 JAN 2019

The annual quiz about global developments and trends in employment law.

NEWS

DLA Piper announces partnership promotions for 2019

1 APR 2019

DLA Piper is proud to announce that 77 lawyers have been promoted to its partnership. The promotions are effective as of April 1, 2019 in the United States and May 1, 2019 for EMEA and Asia Pacific. The promotions were made across many of the firm's practice areas in 43 different offices throughout 20 countries.

DLA Piper expands new Dublin office with four-partner hire

9 JAN 2019

DLA Piper today announces the appointment of four new partners from highly-regarded Irish firms to its newly opened Dublin office into four key practice areas of Finance and Projects (F&P), Corporate, Intellectual Property and Technology (IPT) and Employment. These hires follow the appointment of Corporate partner David Carthy as Ireland Country Managing Partner in May 2018.

DLA Piper appoints two directors in South Africa

12 SEP 2018

DLA Piper has strengthened its office in Johannesburg, South Africa with the appointment of two directors. Hendré Human joins the Corporate team from Webber Wentzel in Johannesburg, where he was a partner. Monique Jefferson joins the Employment team from Bowmans in Johannesburg, where she was a senior associate.

DLA Piper named International Law Firm of the Year in Ukraine for fifth year running at The Legal Awards 2018

24 MAY 2018

DLA Piper has been named International Law Firm of the Year in Ukraine at the 2018 Legal Awards, held by Yuridicheskaya Practika Publishing House. This is the fifth time the office has won the award.

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12 Apr 2018

DLA Piper announces partnership promotions for 2018

3 APR 2018

DLA Piper is proud to announce that 62 lawyers have been promoted to its partnership. The promotions are effective as of 1 April 2018 in the United States and 1 May 2018 for EMEA and Asia Pacific. The promotions were made across many of the firm's practice areas in 42 different offices throughout 20 countries.

Businesses still not fully aware of Data Protection issues

31 JAN 2018

DLA Piper has released its second Data Privacy Snapshot report, finding that once again, company global privacy programs have gaps in meeting increasingly demanding global privacy principles. Significantly, it appears that many companies are falling short of data protection obligations under the General Data Protection Regulation (GDPR), which will start to apply from 25 May 2018.

Six months until GDPR: companies still reporting low levels of preparedness

15 Nov 2017

For the over 200 organisations responding to DLA Piper's Data Privacy Scorebox online survey tool since the start of the year, the average alignment score with all key international data privacy principles was 31.5%, as against an 38.3% average score for respondents in the 2016 calendar year.

DLA Piper launches new platform for *Guide to Going Global* series

20 SEP 2017

DLA Piper has launched a new platform featuring its *Guide to Going Global* series, an online resource designed to help companies operating and growing their international businesses.

DLA Piper advises Link Group on £888 million (AU\$1.49 billion) acquisition of Capita Asset Services

10 Jul 2017

DLA Piper has advised Australian company Link Group (ASX: LNK) on the acquisition of UK-based Capita Asset Services division (CAS) of Capital Plc for £888 million (AU\$1.49 billion). Link Group was selected as the successful bidder following a

competitive sale process. DLA Piper also advised Link Group on the related acquisition debt financing of £485 million (AU\$815 million).

DLA Piper advises HOYER on the acquisition of the intermediate bulk container business of Ermewa

7 Jul 2017

DLA Piper has advised the international logistics company HOYER, which is headquartered in Hamburg, on the purchase of the worldwide intermediate bulk container (IBC) business of the French company Ermewa Intermodal SAS. Ermewa Intermodal SAS is part of the Ermewa Group, which is a subsidiary of the state-owned enterprise SNCF Logistics.

DLA Piper advises Beijing BDStar Navigation Co., Ltd on the purchase of an interest in the in-tech Group

19 Jun 2017

DLA Piper has advised BDStar as part of a bidding procedure on the acquisition of an interest in the company in-tech GmbH, a supplier for the digitization and the development in the area of automotive, machinery and transportation systems.

DLA Piper berät Beijing BDStar Navigation Co., Ltd beim Erwerb von Anteilen an der in-tech Gruppe

19 Jun 2017

DLA Piper hat die BDStar beim Erwerb einer Beteiligung an der in-tech GmbH, einem international agierenden Spezialisten für Digitalisierung und Entwicklung in den Branchen Automotive, Maschinenbau und Verkehrssysteme, beraten.
