



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

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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

New Jersey to jump on the salary history "ban" wagon

3 December 2019

If violated, this new law gives applicants the ability to bring a private right of action against the prospective employer, and employers risk additional liability under the New Jersey Law Against Discrimination.

Puerto Rico: New leave available for employees to deal with domestic violence, sexual abuse, sexual harassment, stalking and child abuse

14 August 2019

The act is now in effect.

#MeToo legislation set to take effect in Illinois

12 August 2019

Many of the new limitations and obligations under the Workplace Transparency Act mirror legislation recently passed in New York and California.

Supreme Court: employers defending against Title VII discrimination or retaliation claims must timely assert employee's failure to first file EEOC charge

5 JUN 2019

A simple step may preserve a potentially dispositive defense that is otherwise waived if not timely asserted.

Puerto Rico: being charged with a felony can be just cause for dismissal

10 MAY 2019

The Supreme Court of Puerto Rico found that an employer may establish rules it considers reasonable and that while a person is

presumed innocent in criminal proceedings, that presumption does not extend to the employment context.

Preparing to comply with the new proposed federal overtime rule: 5 action steps for employers

12 MAR 2019

If finalized, the new rule's most significant impact will be to raise the minimum salary an employee must be paid to be exempt from overtime under the FLSA.

A reminder on California #MeToo legislation

27 FEB 2019

January 1, 2019 marked significant changes to California legislation.

2019 Proxy Season Hot Topics: Part 2 – a deeper dive into 2019 proxy season

13 FEB 2019

[2019 PROXY SEASON HOT TOPICS](#)

A deeper dive into such issues as Glass Lewis, pay ratios, virtual shareholder meetings and board diversity.

Nondisclosure provisions and mandatory arbitration under fire in New Jersey

13 FEB 2019

The legislation will significantly impact the tools available to employers to address claims of workplace discrimination, retaliation and harassment.

Global Employment Law Quiz 2019

11 JAN 2019

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

New York state issues final guidance regarding anti-sexual harassment legislation

8 OCT 2018

With the finalized guidance in hand, New York employers should consider a number of actions.

New York City amends Human Rights Law – employers must engage in "cooperative dialogue" with employees seeking accommodation

27 SEP 2018

The written documentation requirements and expanded dialogue obligations are noteworthy and significant.

New York City and State publish materials aimed at combatting workplace sexual harassment

12 SEP 2018

New York State and New York City each publish materials to assist New York-based employers in complying with legislation aimed at sexual harassment prevention and remedies.

New Jersey high court decision will reshape employer liability in sexual harassment cases

13 FEB 2015

A significant sexual harassment decision that offers something positive for both employers and employees

[Events](#)

[Previous](#)

Women, Diversity and Change Summit

23 October 2019

Los Angeles

[NEWS](#)

DLA Piper achieves trial victory for Applied Underwriters

22 November 2019

DLA Piper recently represented Applied Underwriters, Inc. in a bench trial victory in California state court.

DLA Piper welcomes StartOut Growth Lab in San Francisco

13 August 2019

DLA Piper is pleased to announce that the firm is collaborating with StartOut, the nation's largest nonprofit organization supporting LGBTQ entrepreneurs, and the firm will now host the organization's startup accelerator – The StartOut Growth Lab - in its San Francisco location.

New report finds retail sector leadership diversity deficit will affect future competitiveness

5 JUN 2019

DLA Piper and executive recruitment and diversity consultancy Green Park today launch *The Retail Leadership 700* report, which reveals for the first time the extent of the lack of diversity within the leadership teams of the top US, UK and European retailers.

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.

Ciara McLoughlin joins DLA Piper's Employment practice in Dublin

20 MAR 2019

DLA Piper announced today that Ciara McLoughlin has joined its Global Employment practice as a partner in the firm's newly opened Dublin office.

Two DLA Piper lawyers listed in *D Magazine's* 2019 Best Lawyers Under 40 list

8 JAN 2019

Crystal Woods and James C. Bookhout were recently named to *D Magazine's* 2019 Best Lawyers Under 40 list, which recognizes outstanding young lawyers in Dallas.

Dean Fealk named honorary senator of German economy

6 DEC 2018

DLA Piper is pleased to announce that Dean Fealk has been named an honorary senator of the German economy (Senat Der Wirtschaft) in recognition of his efforts to strengthen transatlantic relations by leading trade, investment and innovation initiatives between Germany and California.

DLA Piper advises Columbia Capital, LLC in its US\$21 million equity investment in Resilience360

13 NOV 2018

DLA Piper represented Columbia Capital, LLC in its US\$21 million equity investment in Resilience360 GMBH.

Janine Guzman joins DLA Piper's Employment practice in San Juan

17 OCT 2018

DLA Piper announced today that Janine Guzman has joined the firm's Employment practice as a partner in San Juan, Puerto

Rico.

Holly Lake has joined DLA Piper's Employment practice in Los Angeles

17 SEP 2018

DLA Piper announced today that Holly Lake has joined the firm's Employment practice as a partner in Los Angeles.

DLA Piper advises Nemetschek on acquisition of MCS Solutions

31 AUG 2018

DLA Piper has advised the software supplier Nemetschek SE on the acquisition of the real estate and facilities technology firm MCS Solutions in Belgium, Sweden, India and the USA. The acquisition sees Nemetschek SE gain access to the rapidly growing market in building management.

Brooke Kim and Evan Parness named *Law360* Rising Stars

16 AUG 2018

DLA Piper is pleased to announce that *Law360* has named Brooke Kim and Evan Parness to its 2018 list of Rising Star attorneys.

DLA Piper wins significant victory for New York University

31 JUL 2018

DLA Piper won a significant victory for its client, New York University (NYU), in an Employee Retirement Income Security Act (ERISA)- related class action.

Mary Dollarhide and Ute Krudewagen named *Daily Journal* Top California Labor and Employment Lawyers

23 JUL 2018

DLA Piper is pleased to announce that the *Daily Journal* has named Mary Dollarhide and Ute Krudewagen to its 2018 list of Top California Labor and Employment Lawyers.

Ryan Vann joins DLA Piper's Employment practice in Chicago

10 JUL 2018

DLA Piper announced today that Ryan Vann has joined the firm's Employment practice as a partner in Chicago.

Cecilia Guzmán-Barrón joins DLA Piper's Labor and Migratory practice in Peru

3 JUL 2018

DLA Piper announced today that Cecilia Guzmán-Barrón has joined DLA Piper Pizarro Botto Escobar in Peru as a partner and leader of the Labor and Migratory practice.

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.

Dean Fealk elected chair of the Northern California District Export Council

17 MAY 2018

DLA Piper is pleased to announce that Dean Fealk, a partner in the San Francisco office, has been elected chair of the Northern California District Export Council (DEC).

DLA Piper announces new US Employment practice leadership

11 MAY 2018

DLA Piper is pleased to announce that New York-based partner Brian Kaplan has been named US chair and global co-chair of the firm's Employment practice.

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.

DLA Piper wins significant victory for 7-Eleven

16 MAR 2018

DLA Piper won a significant victory for its client, 7-Eleven, in a putative class action that was filed against 7-Eleven in the United States District Court for the Central District of California.

DLA Piper expands in Dallas with addition of leading employment and litigation lawyers

1 FEB 2018

DLA Piper announced today that Marc Katz and Isabel Crosby have joined the firm's Dallas office as partners in the

Employment practice, and Rob Hoffman has joined as a partner in the Litigation practice.

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.
