



## 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.

### ОСНОВНЫЕ КОНТАКТЫ

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### CAPABILITES

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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

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- 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

## ПУБЛИКАЦИИ И МЕРОПРИЯТИЯ

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### Публикации

#### Global Employment Law Quiz 2019

11 JAN 2019

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

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#### Canadian Employment News Series November 2018

8 NOV 2018

#### CANADIAN EMPLOYMENT NEWS SERIES

The Alberta legislature passes *Bill 2: An Act to Remove Barriers for Survivors of Sexual and Domestic Violence* in an attempt to make the legal system more accessible to victims of sexual and domestic violence. Recent decisions illustrate the difficulties for employers on knowing when to terminate for cause. Amendments to Quebec's *Act Respecting Labour Standards* concerning workplace harassment come into effect in January. In the November 2018 edition of the *Canadian Employment News Series* we explore these topics.

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#### *Rey v. Milestones* – B.C. Human Rights Tribunal permits curious case of discrimination to be heard

8 MAY 2018

#### CANADIAN EMPLOYMENT NEWS SERIES

The recent case of *Rey v. Milestones Grill + Bar*, 2018 BCHRT 57 has garnered considerable media attention due to the unusual circumstances leading up to the dismissal of Guillaume Rey, a server at a Milestones restaurant in Vancouver, who claims discrimination towards his French culture was behind his firing. The B.C. Human Rights Tribunal has denied the restaurant's application for dismissal and is sending the case to a full hearing.

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## НОВОСТИ

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#### DLA Piper (Canada) LLP recommended in the 2020 edition of the *Legal 500 Canada*

14 NOV 2019

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DLA Piper (Canada) LLP has been recommended across a broad range of practice areas in the latest edition of the *Legal 500 Canada*.

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#### **DLA Piper (Canada) LLP welcomes Partner Stephen Gleave**

7 OCT 2019

DLA Piper (Canada) LLP is pleased to announce that Stephen Gleave has joined the firm as a Partner in the Toronto office. Stephen has a commercial litigation practice with a focus on employment litigation.

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#### **DLA Piper (Canada) LLP recognized by *Chambers Canada* 2020**

20 Sep 2019

DLA Piper (Canada) LLP is pleased to be recognized as an industry leader in the 2020 edition of *Chambers Canada*.

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#### **DLA Piper (Canada) LLP welcomes new associate Simon McCleary**

9 SEPT 2019

DLA Piper (Canada) LLP welcomes Simon McCleary to the firm's Toronto office as an associate in the Litigation, Arbitration and Investigations Group.

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#### **DLA Piper (Canada) LLP welcomes associate Brooke Stewart**

3 SEP 2019

DLA Piper (Canada) LLP welcomes Brooke Stewart to the firm's Toronto office as an associate in the Employment Group.

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#### **DLA Piper Canada lawyers recognized in 2020 edition of *Best Lawyers in Canada***

21 AUG 2019

DLA Piper (Canada) LLP is pleased to see 70 of our lawyers across 34 practice areas recognized in the 2020 *Best Lawyers in Canada* guide.

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#### **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.

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#### **DLA Piper (Canada) LLP ranked in 2019 *Canadian Legal Lexpert Directory***

3 MAY 2019

DLA Piper (Canada) LLP is pleased to announce that thirty-eight of the firm's lawyers have been recognized as leading

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practitioners in the 2019 edition of the *Canadian Legal Lexpert Directory*.

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### **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.

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### **DLA Piper (Canada) LLP welcomes new associate Alyssa Barbuzzi**

1 APR 2019

DLA Piper (Canada) LLP welcomes Alyssa Barbuzzi to the firm's Toronto office as an associate in the Employment Group.

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### **DLA Piper (Canada) LLP welcomes four new partners**

2 JAN 2019

DLA Piper (Canada) LLP welcomes four new additions to the partnership, effective January 1, 2019.

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### **DLA Piper (Canada) LLP recognized in 2019 *Legal 500 Canada* guide**

7 DEC 2018

DLA Piper (Canada) LLP is pleased to announce that 42 firm lawyers across 17 practice areas have been recommended in the latest edition of the *Legal 500 Canada*.

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### **DLA Piper Canada recognized by *Chambers Canada* 2019**

27 SEP 2018

DLA Piper (Canada) LLP is pleased to be recognized as an industry leader in the 2019 edition of *Chambers Canada*. With 34 lawyers recognized across 20 practice areas, this is DLA Piper Canada's strongest showing to date.

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### **Best Lawyers in Canada 2019 recognizes 72 DLA Piper (Canada) LLP Lawyers**

22 AUG 2018

DLA Piper (Canada) LLP is pleased to have once more increased its rankings in the 2019 edition of *Best Lawyers*, with close to one-third of the firm's lawyers recommended as leading practitioners in Canada across key practice areas.

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### **Michael S. Richards wins 2018 Lexpert Zenith Award**

20 JUN 2018

DLA Piper (Canada) LLP congratulates Michael Richards on being named a winner of the 2018 Lexpert Zenith Awards: Mid-Career Excellence in the Legal Profession for Employment Law.

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### **DLA Piper (Canada) LLP welcomes new litigation associate Michelle Thomarat**

28 MAY 2018

DLA Piper (Canada) LLP is pleased to welcome Michelle Thomarat to the firm's Toronto office as an associate in the Litigation, Arbitration and Investigations Group.

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### **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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### **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.

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### **DLA Piper (Canada) LLP welcomes new associate Gargi Chopra**

7 MAY 2018

DLA Piper (Canada) LLP is pleased to welcome Gargi Chopra to the firm's Toronto office as an associate in the Corporate group.

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### **DLA Piper Canada welcomes new associate Titus Totan**

23 APR 2018

DLA Piper (Canada) LLP is pleased to welcome Titus Totan to the firm's Toronto office as an associate in the Employment Group.

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### **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.

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### ***Chambers Global* 2018 recommends DLA Piper Canada**

20 FEB 2018

DLA Piper (Canada) LLP professionals are once again featured in the latest edition of the *Chambers Global* guide.

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### **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.

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