

# The Paley Rothman Blog

Paley Rothman shares this library of resources with clients and friends of the firm to help them stay ahead of legal and business developments and trends. Here, you will find helpful tips and tools written by our attorneys. The information in the blogs and articles is not a substitute for legal advice and should not be relied on as such. Should you have any questions or want legal advice, please contact the attorney who wrote the blog or article.

## **NEW MARYLAND LAWS EXPAND EMPLOYEES AND JOB APPLICANTS' ACCESS TO WAGE INFORMATION & PROHIBIT DISCRIMINATION AGAINST NATURAL HAIRSTYLES**

Maryland employees will be allowed to share and discuss each other's pay, and even request wage ranges when applying for jobs—as employers' access to wage history is diminished. A version of the Crown Act will also take effect in Maryland.

## **TAKE PRIDE IN A WELCOMING WORKPLACE**

Litigation Paralegal, Brandon Hallmark, discusses his experience being openly gay in a welcoming workplace.

## **SUPREME COURT RULES EMPLOYERS CAN UNWITTINGLY WAIVE REQUIREMENT TO BRING EEOC CHARGE BEFORE SUIT**

High court rules that an employee's failure to file an obligatory agency action before proceeding to court with a Title VII claim of discrimination is not a jurisdictional bar to the lawsuit, which places the burden on their employer to raise this defense early in the case, or else forfeit it.

## **EEOC SUES MARYLAND PRIVATE SCHOOL FOR REVERSE DISCRIMINATION**

On July 30, 2018, the U.S. Equal Employment Opportunity Commission (EEOC) announced a new lawsuit filed in the U.S. District Court for the District of Maryland, Baltimore Division.

## **DOES TITLE VII COVER SEXUAL ORIENTATION? COURTS WEIGH IN. EEOC SAYS YES. TRUMP DOJ SAYS NO.**

Trump Justice Department Now Says Title VII Doesn't Cover Sexual Orientation; Federal Appellate Circuits Split