

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.

NO RETALIATION FOR TERMINATION BASED ON EMPLOYER'S MISTAKEN BELIEF OF FALSE REPORT, SAYS FOURTH CIR.

On June 7, 2017, the Fourth Circuit Court of Appeals held that, so long as an employer honestly believed its employee had made a false report of harassment, its decision to fire that employee cannot constitute unlawful retaliation...even if the employee's report ultimately turned out to be truthful.

RECENT CASES LEAVE STATUS OF TITLE VII PROTECTION FOR SEXUAL ORIENTATION MURKY

The extent of Title VII protection against discrimination based on an employee's sexual orientation remains a gray area after two recent federal appellate cases, and employers should be aware of state laws offering greater protection.

WHAT LIES AHEAD? THE EEOC AND THE NEW ADMINISTRATION

Anticipating the Trump administration's plans for the EEOC, possible changes in policies, programs, litigation priorities and strategies, and guidance on workplace discrimination and harassment.

FOURTH CIRCUIT REFINES ANALYSIS OF RETALIATION FOR REPORTING ISOLATED INCIDENTS OF HARASSMENT

Overview: In *Boyer-Liberto v. Fontainebleau Corporation*, the Court of Appeals for the Fourth Circuit, faced the question of whether an African-American plaintiff's complaint, which alleged she had twice in a span of 24 hours been called a "porch monkey" and had been terminated shortly after reporting the harassment, could survive summary judgment.

OBAMA TO SIGN LGBT WORKPLACE DISCRIMINATION ORDER

It remains legal in many states to discriminate against employees because of their sexual orientation or gender identity – something that President Obama hopes to change. On June 16th, the White House announced that Obama will issue an executive order aimed at stopping employers from discriminating against such workers on the basis of their sexual orientation or gender identity.