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**Sacramento**

400 Capitol Mall, 11<sup>th</sup> Fl.  
Sacramento, CA 95814

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**The Ever Expanding Definition of  
“Protected Class” in Discrimination  
Claims**

**2012**  
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**Thursday, September 20, 2012**  
**9:30 a.m. – 11:30 a.m**

400 Capitol Mall, 11<sup>th</sup> Fl., Sacramento, CA 95814

The Labor and Employment Group at  
**Weintraub Tobin** invite you to attend:

**The Ever Expanding Definition of  
“Protected Class” in Discrimination  
Claims**

**2012**  
**WEINTRAUB**  
**SEMINAR SERIES**  
EMPLOYMENT LAWYERS  
SUPPORTING EMPLOYERS

## The Ever Expanding Definition of “Protected Class” in Discrimination Claims

### Summary of Program

When California passed the Fair Employment Practices Act in 1959, it prohibited employment discrimination on the basis of race, religion, color, national origin and ancestry. In 1980, California reorganized the state’s civil rights enforcement laws and mechanisms, enacting the Fair Employment and Housing Act. This new statute has been amended various times since then to include more and more classifications on which personnel decisions cannot be based. Moreover, it is vital for employers to understand and control who can be counted as a “supervisor” under anti-discrimination laws.

This informative seminar/webinar will cover the many classifications that are now protected, who is and is not a supervisor, and how employers can manage these ever-growing lists.

### Some of the topics to be discussed include:

- Genetic information - the newest protected class (do any of us not have genetic information?);
- Sexual orientation and pregnancy (defining these classes can be tricky);
- Race and gender - the more traditional protected classes and new interpretations of them (do we all have a race or gender?);
- Religion - new developments to suggest this area is becoming more litigious;
- The invisible protected class - retaliation claims (how can you tell who is protected?); and
- The related topic of how to know and control who is a supervisor.

If you or your company have employees or applicants who fall into protected classes, this session is for you. Register today!

Thursday, September 20, 2012  
9:30 a.m. – 11:30 a.m.

Presented by The Labor & Employment Group  
at Weintraub Tobin

### Seminar Program

9:00 a.m. Registration and Breakfast

9:30 a.m. – 11:30 a.m. Seminar

*Approved for 2.0 hours MCLE credit;  
HRCI credits available upon request.*

*There is no charge for this seminar.*

### RSVP

**Ramona Carrillo**  
400 Capitol Mall, 11<sup>th</sup> Fl.  
Sacramento, CA 95814  
916.558.6046  
rcarrillo@weintraub.com

This seminar is also available via webinar. Please indicate in your RSVP if you will be attending via webinar.

### Location



### Weintraub Tobin

400 Capitol Mall, 11<sup>th</sup> Fl.  
Sacramento, CA 95814

**P** Parking validation provided. Please park in the Wells Fargo parking garage, entrances on 4th and 5th St.