

Types of Employment Discrimination Cases

Understand what elements must be met in order to prove an employment discrimination claim in Massachusetts

Learn the ins and outs of discrimination based on age, gender, pregnancy, race, color, ethnicity, national origin, disability, religion, gender identity, genetic information, veteran status, pregnancy, condition related to pregnancy such as lactation/need to express breast milk, and sexual orientation, as well as sexual harassment and same-sex sexual harassment. The panelists explain how to identify and gather circumstantial evidence, devise strategies of proof or defense, and meet or attack the prima facie case for purposes of summary judgment. The speakers also discuss the employer's burden to articulate a legitimate business reason for their actions and analyze pretext as well as retaliation claims. Hear the speakers cover the fundamentals of each topic and provide tips and best practices.

The topics are presented through the vantage points of both employee-side and management-side counsel. The panelists discuss the areas of employment discrimination where claims are increasing and share practical pointers on how to advance your client's interests.

Agenda

- Employment Discrimination Law Overview: Disparate Treatment, Hostile Work Environment, and More!
- Protected Classes in Massachusetts
- The Qualification Prong of the Prima Facie Case
- What Constitutes an Adverse Employment Action
- Raising the Inference of Discrimination
- Layoffs, Terminations, Failure to Hire, and Failure to Promote Claims
- Special Considerations in Age Discrimination Cases
- Failure To Accommodate, Disability, Perceived Disability, and Associational Disability Claims
- Sexual Harassment and Hostile Work Environment Claims
- Summary Judgment and the Prima Facie Case
- The Employer's Burden to Articulate a Legitimate Business Reason for Their Actions
- Pretext
- Retaliation Claims
- "Ask the Experts" Q&A Session

Faculty

Lori A. Jodoin, Esq., *Kotin, Crabtree & Strong LLP, Boston*, Chair
Michelle M. De Oliveira, Esq., *Kennedy & Sams, PC, Southborough*
Matthew J. Fogelman, Esq., *Fogelman Law LLC, Newton*

Dates & Location

Register at www.mcle.org

LIVE WEBCAST

Wednesday, September 18, 2024
10:30 am–1:30 pm
Program # 2250021WBC

REBROADCAST

Thursday, October 3, 2024
1:00 pm–4:00 pm
Program # 2250021RB1

REBROADCAST

Friday, October 18, 2024
9:00 am–12:00 pm
Program # 2250021RB2

ON DEMAND WEBCAST

View after Friday, October 18, 2024
Program # 2250021WBA

Tuition *(includes written materials)*

- \$245
- \$220.50 MCLE Members
- \$122.50 New Lawyers admitted to law practice within 5 years, Pending Admittees, Law Students, and Paralegals
- **FREE** for MCLE OnlinePass Subscribers

To apply for a need-based scholarship, email scholarships@mcle.org.

Materials

Massachusetts Employment Law ebook, plus speaker materials

- E-materials link emailed upon registration
- Transcript & videorecording emailed 2 weeks post-program

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