

Mellissa Schafer and Brandon Takahashi Present at 12th Annual California Employment Law Update Conference

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Mellissa Schafer and Brandon Takahashi presented at the 2017 California Employment Law Update held October 11-13, 2017 in Costa Mesa, California. This year's conference was designed specifically for California HR professionals and employers.

Schafer's presentation, "Self-Expression in the California Workplace: How to Strike a Legal Balance in Drafting and Enforcing Dress, Grooming and Bathroom Use Policies" discussed best practices for maintaining a workplace free from bias and harassment in which workers are treated with respect and given the opportunity to engage in self-expression subject to an employer's legitimate business policy. Schafer discussed labeling requirements for single-user restrooms to comply with the recently enacted AB 1732; the protections California employees are afforded based on sex, sexual orientation, and gender identity—and how far those protections extend; and how to tell if an expression is religious or cultural in nature and whether it makes a difference for purposes of determining whether FEHA or Title VII protections apply.

Takahashi, meanwhile, co-presented at a pre-conference workshop titled "California Recordkeeping Round-Up: Best Practices for Paper and E-Storage, Meeting Mandatory Notice, Posting, and Policy Drafting Requirements, and More." The workshop served as a "one-stop shop" for employment recordkeeping, mandatory posting and written notice requirements. It also provided attendees with policy crafting tips in the wake of new and existing California and federal requirements.

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