

## **EMPLOYMENT LITIGATION AND GOVERNMENT AGENCY PROCEEDINGS**

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We regularly represent employers in state and federal court, arbitration proceedings, and before administrative agencies in claims involving:

- Employment discrimination
- Harassment
- Wrongful termination
- Retaliation
- Failure to accommodate a disability/leave of absence
- Defamation
- Infliction of emotional distress
- “Whistleblower” protection
- Misappropriation of trade secrets and confidential information

We assist employers in preparing for and responding to administrative charges, investigations and audits before California and federal agencies. The administrative agencies we regularly appear before include:

- California Department of Fair Employment and Housing (DFEH)
- U.S. Equal Employment Opportunity Commission (EEOC)
- California Division of Labor Standards Enforcement (DLSE)
- U.S. Department of Labor (DOL)
- California Employment Development Department (EDD)
- National Labor Relations Board (NLRB)

Examples of administrative agency matters we handle include:

- Defending employee charges of discrimination/harassment filed with the DFEH/EEOC
- Defending employee wage claims filed with the DLSE/DOL
- Defending unfair labor practice charges filed with the NLRB
- Responding to wage and hour audits by DLSE/DOL
- Responding to independent contractor audits by EDD
- Responding to affirmative action plan audit by Office of Federal Contract Compliance Programs (OFCCP)
- Responding to I-9 audit by various federal agencies
- Unemployment insurance appeals before EDD