

Practices

Employment Administrative Claims Defense

The majority of employment litigation claims originate with the filing of a complaint or charge at a local, state, or federal administrative agency. To avoid the strain these complaints place on employers of all size and scope, companies require a robust approach of comprehensive training and policies to protect the organization and ensure the safety of employees. When complaints are filed at the Equal Employment Opportunity Commission (EEOC) or other state agencies, employers need legal counsel with extensive experience to defend these claims throughout the United States.

Akerman's defense lawyers have comprehensive experience in counseling and defending employers before local, state, and federal agencies against discrimination, harassment, and retaliation complaints (based on race, color, national origin, sexual orientation, sexual identity, religion, sex, age, disability, whistleblower, and other protected statuses); EEOC and state agency systemic discrimination investigations; wage and hour complaints and agency investigations; I-9 audits; and Occupational Safety and Health Administration (OSHA) and state-OSHA workplace safety and health investigations relating to workplace fatalities, chemical exposures, and other safety issues.

To help avoid administrative claims and the strain on company resources to defend against them, our team focuses on providing practical, preventative solutions companies can implement to minimize

Connect With Us



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Our Team

Related Work

Class Action Defense
Employment Litigation
Employment Training and Compliance
Labor and Employment
Traditional Labor Law
Wage and Hour
White Collar Crime and Government Investigations

risks. Our clients, ranging from emerging businesses to multi-national corporations, rely on our proactive approach to address complex employee issues and draft employment policies, practices and procedures, and codes of conduct to prevent workplace discrimination, whistleblower, harassment, workplace safety, and retaliation claims. We provide proactive counseling through sensitivity, diversity, harassment, and other types of training for employers and their employees.

Employers also call on us for assistance and guidance with internal investigations and human resources compliance audits. Whether investigating allegations of sexual harassment, assessing proper exempt or non-exempt status of employees, or analyzing pay equity among workers, we conduct confidential inquiries and recommend informed solutions.

What We Do

- Defend administrative charges brought before the EEOC and state and local fair employment practices agencies
- Defend whistleblower and retaliation claims in agency proceedings and before administrative tribunals under various federal and state laws
- Defend employers in arbitration proceedings
- Conduct internal audits to ensure compliance with state and federal workplace laws
- Guide employers through and defend them in government agency audits/investigations, including the Department of Labor, OSHA, the Office of Federal Contractor Compliance, Department of Justice, or the United States Citizenship and Immigration Services
- Develop and review employment policies, employment contracts, arbitration agreements, safety handbooks, and codes of conduct

- Develop strategies for preventing workplace discrimination, harassment, and retaliation
- Conduct sensitivity, discrimination and harassment, workplace equity, diversity and inclusion, and similar training
- Conduct investigations of employee complaints or assist clients in the investigation
- Advise on complex issues involving hiring, termination, discipline, and medical leave
- Assist with reductions in force and compliance with federal WARN and state-WARN Acts