

Discrimination and Sexual Harassment

Workers face many forms of discrimination on the job. Discrimination can be overt, such as withholding non-monetary benefits based on an employee's sexual orientation; or subtle, such as a pattern of steering more lucrative work assignments to male workers to the detriment of equally-qualified female workers. While federal, state and local protections for each form vary, CPM represents individuals and classes of employees victimized by discrimination on the basis of:

- Gender
- Pregnancy
- Sexual Orientation
- Race
- Age
- Disability: Federal and state law bars companies from discriminating against employees or prospective employees because of a real or perceived disability that would not prevent the individual from meeting the demands of the position. Importantly, a qualifying employer's failure to reasonably accommodate a disabled employee may constitute discrimination under California or federal law.
- Religion
- National Origin
- Military Service

CPM also represents workers subjected to sexual harassment or hostile work environments. While sexual harassment figures prominently among the forms of harassment alleged in employee legal actions, workers may suffer harassment from employers and colleagues based on a number of factors, including race, national origin, sexual orientation, age, or pregnancy status.

CPM represents both individual and classes of employees in these and other disputes arising under state and federal employment laws. If you believe you have suffered unlawful discrimination or harassment, please follow up with Adam Zapala or Tamarah Prevost.

Key Contacts

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- Email Adam
- Email Tamarah
- Call Adam or Tamarah at (650) 697-6000.

Noteworthy Cases

Ferrari v. Internal Medicine Associates, et al.

Federal District Court - Northern District of California

CPM represented an employee wrongfully terminated for age discrimination.

Marsh v. Bloomberg

Federal District Court - Northern District of California

CPM represented an employee wrongfully terminated after being subjected to gender discrimination and harassment.

Confidential Settlement

CPM obtained a multi-million dollar recovery in a confidential settlement for an employee against an insurance company for being wrongfully terminated on the basis of her gender.

Confidential Settlement

CPM achieved a five-figure recovery for an employee against a wine company when she was terminated out of discrimination for her disability.

Confidential Settlement

CPM obtained a five-figure recovery through a confidential settlement for an employee against a large media company when she was terminated after being subjected to discrimination and harassment.

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Confidential Settlement

CPM obtained a six-figure recovery through a confidential settlement for an employee against a large media company when she was terminated after being subjected to discrimination and harassment.

Confidential Settlement

CPM achieved a multi-million dollar recovery through a confidential settlement for an employee against a large tech company for being wrongfully terminated after rejecting his manager's sexual advances.

Confidential Settlement

CPM obtained a five-figure recovery in a confidential settlement for an employee against a small technology company when she was terminated after being subjected to discrimination.

Confidential Settlement

CPM achieved a five-figure recovery in a confidential settlement representing an employee who was constructively discharged after being subjected to discrimination on the basis of his sexual orientation.

Confidential Settlement

CPM secured a five-figure recovery in a confidential settlement representing an employee who was constructively discharged after being subjected to discrimination on the basis of her gender.

Shrager v. Advanced Equities Inc. ("AEI") et al.

San Francisco County Superior Court

CPM represented an employee of a broker dealer in state court litigation over harassment and compensation claims.

DISCRIMINATION AND SEXUAL HARASSMENT

News

Judge Allows CPM's Clients' Allegations of DWR's Corruption, Discrimination, and Harassment related to the Oroville Dam Crisis to Move Forward

03.14.2019

Plaintiffs (CPM clients) file opposition to Motion to Strike in ongoing litigation over February 2017 Oroville Dam crisis

02.01.2019

Oroville Dam: Judge to determine where cases will be heard (CPM represents plaintiffs)

Enterprise-Record, 06.29.2018