



**EMPLOYMENT  
LAW ALLIANCE®**  
*Helping Employers Worldwide®*

**You Are Invited to a Free 90-minute Webinar**

**Navigating New Legal Developments on Same-Sex  
Marriage, Transgender Rights, and Pregnancy  
Discrimination: What Employers Need to Know**

**Thursday, September 17, 2015**

**Local Starting Times:**

**3:00 - 4:30 p.m. U.S. EDT**

**2:00 - 3:30 p.m. U.S. CDT**

**1:00 - 2:30 p.m. U.S. MDT**

**12:00 - 1:30 p.m. U.S. PDT**

**9:00 - 10:30 a.m. HAST**

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In the past year, gay marriage, transgender individuals, and pregnancy rights were at the forefront of discussion in Congress, the Supreme Court, federal agencies, and state and local legislatures. While some consensus has emerged, these politically divisive issues and the patchwork quilt of laws surrounding them continue to present practical and legal challenges for employers all across North America. What real-world effect will recent Supreme Court decisions on gay marriage and pregnancy discrimination have on your workplace? What precautions must you take with a transgender employee? Are the laws the same in every state or in every city? This webinar brings together legal experts from across the U.S. – and one from Canada to provide comparisons between the two countries – who will offer insight on:

- The transitioning legal landscape of transgender rights in the workplace
- Practical tips for accommodating transgender employees
- Key issues facing employers regarding same-sex marriage and employment
- The most recent developments in the law regarding pregnancy discrimination and best practices for the treatment of pregnant workers

## Who Should Attend?

The webinar is an invitation-only event exclusively for clients of ELA member law firms. The information presented will be of particular interest to:

- In-house Counsel
- Human Resources Professionals
- Corporate Executives and Business Owners

## Speakers

- **Daniel H. Handman, Moderator**, Hirschfeld Kraemer, Santa Monica, CA
- **Jennifer S. Divine**, Miller Nash Graham & Dunn, Seattle, WA
- **Michael S. Glassman**, Dinsmore & Shohl, Cincinnati, OH
- **Ashley S. Kelly**, Arnall Golden Gregory, Atlanta, GA
- **Erin Kuzz**, Sherrard Kuzz, Toronto, Ontario
- **Shelby S. Skeabeck**, Shawe & Rosenthal, Baltimore, MD
- **Parker E. Thoeni**, Shawe & Rosenthal, Baltimore, MD

## Register

Click [here](#) to register, and then click the “register” link to the right of the webinar title. Please be sure to confirm the corresponding start time in your local time zone.

## About the Employment Law Alliance

The [Employment Law Alliance](#) is the most comprehensive network of labor and employment attorneys in the world. Our members provide employment, labor, and immigration expertise in more than 135 countries around the globe and all 50 U.S. states. They work closely together to ensure that their clients’ legal matters are handled seamlessly wherever they do business. We provide a smarter, more efficient and effective alternative to using a single multi-state or multi-national law firm. For more information about the ELA, please visit:

[www.employmentlawalliance.com](http://www.employmentlawalliance.com).

## Questions?

For additional information or questions about this webinar, please contact Linda Henderson at the Employment Law Alliance ([leh@employmentlawalliance.com](mailto:leh@employmentlawalliance.com)).