



Employment Liability

Defense Counsel for Companies Facing Employment-Related Liability Claims in Florida and Other States

Our clients, including insurance company clients, sometimes face wage, discrimination, FMLA, and other employment-related claims. Our attorneys handle these fact-intensive claims in all phases from the initial claim to the client, through EEOC investigations, mediation, and litigation.

For employers, facing allegations of discrimination, harassment, and other unlawful employment practices can present substantial risks, not only of financial liability, but also of reputational harm and a discontented workforce. Our employment liability practice seeks to resolve such claims expediently, with as minimal impact to our clients' businesses as possible.

About Our Employment Liability Practice

At Paskert Divers Thompson, we are committed to protecting employers. We understand the substantial impacts that employees' allegations can have on a business. Relying on decades of experience, our attorneys conduct comprehensive investigations and provide strategic representation in litigation and alternative dispute resolution (ADR) proceedings with a focus on protecting our clients to the fullest extent possible.

We handle all types of employment liability matters on behalf of businesses, and have a proven record of success protecting companies, firms, financial institutions and governmental entities in employment-related matters. Our experience includes matters involving allegations of:

- Discrimination based on race, color, national origin, sex, sexual orientation, gender, gender identity, religion, age, pregnancy, disability and other protected characteristics;
- Sexual harassment in the workplace (including hostile work environment claims);
- Violations of the Family and Medical Leave Act (FMLA);
- Violations of the Equal Pay Act; and
- Violations of other state and federal employment laws.

Our Services for Employers Facing Employment Liability Claims

When facing employee allegations, a prompt response is critical. Regardless of the veracity of an employee's allegations, a comprehensive and well-documented response is essential for mitigating the employer's risk of liability. We guide our clients through all stages of responding to allegations of discrimination, harassment, and other unlawful employment practices. Our expertise includes providing strategic advice and representation for:

- Internal Investigations** – Conducting a thorough internal investigation is a key first step toward assessing an employer's liability exposure and mitigating its risk after receiving an employee's complaint. Along with providing access to the facts, a prompt investigation shows that the company is taking the complaint seriously, which can be a significant factor in any ensuing litigation.
- Liability and Risk Assessments** – With a clear understanding of the facts, we assess our client's exposure to liability and risk of facing an unfavorable judgment. Based on this assessment, we then provide strategic advice on how best to proceed.

EEOC Investigations – We regularly represent employers during EEOC investigations. When facing scrutiny from the EEOC, it is imperative not to allow the investigation to move forward unchecked. Our attorneys can intervene and help steer the investigation toward a favorable resolution.

EEOC Litigation – We also regularly represent employers in EEOC litigation. While settling can be in employers' best interests in some cases, we often represent our employer clients in litigation when necessary.

Alternative Dispute Resolution (ADR), Civil Litigation, and Appeals – Along with EEOC litigation, we represent employers in mediation, arbitration, civil litigation, and appeals. All of these present their own unique risks and opportunities. Minimizing employers' liability requires an informed, strategic, and forward-thinking approach uniquely tailored to each client's needs.

Speak with an Attorney in Our Employment Liability Practice Group

If your business is facing employment-related allegations, or if you have questions about what your business can (and should) be doing to mitigate its risk of employment liability, we invite you to get in touch. Please call 813-229-3500 or [contact us online](#) today.