

*Labor and Employment Breakfast Seminar*

**When is Avoiding Discrimination Discriminatory?  
When the Supreme Court Says So!**

**Robert T. Kofman**

**Jon K. Stage**

The recent Supreme Court decision in the New Haven firefighters reverse discrimination case has far-reaching implications for every employer, not just those that have formal affirmative action plans. Anytime an employer attempts to address an employment policy or practice that it perceives has a disparate impact on a protected group it risks engaging in reverse discrimination. Learn to avoid potential pitfalls and minimize your risk with practical advice from our top-ranked Labor and Employment team.

- **Do your policies have a disparate impact on minority employees?**
- **What should you do to minimize or eliminate the adverse impact?**
- **How careful do you need to be?**

**When:** **November 3<sup>rd</sup>** (Miami)  
**November 17<sup>th</sup>** (Fort Lauderdale)  
8:00 - 8:30 Registration and Breakfast, 8:30 - 10:00 Program

**Where:** Offices of Stearns Weaver Miller, Miami & Fort Lauderdale

**Cost:** \$20.00 (includes breakfast, programming and materials)

**Registration:** [www.acteva.com/go/laborseminar](http://www.acteva.com/go/laborseminar)

**Speakers:**

**Robert T. Kofman** is a Shareholder in the Firm and Co-Chair of the Firm's Labor and Employment Department. He also serves on the Firm's Board of Directors. Mr. Kofman is Board Certified by The Florida Bar in labor and employment law and AV-rated by Martindale-Hubbell. He is consistently recognized as among the best in Florida, enjoying numerous accolades from top publications including, Chambers USA, Florida Trend's Florida Legal Elite, Florida Super Lawyers, and The Best Lawyers in America. Mr. Kofman earned his J.D., with distinction, from Duke University and his B.A. from Pennsylvania State University.

**Jon K. Stage** is a Shareholder in the Labor and Employment Department. Mr. Stage has litigated and tried a wide variety of employment law claims arising under various aspects of Title VII, the Family and Medical Leave Act, the Fair Labor Standards Act, the Age Discrimination in Employment Act, the Americans with Disabilities Act and the Florida Civil Rights Act. He earned his J.D. from Nova Southeastern University Shepard Broad Law Center and his B.S. from Stetson University.

**Information:** For more information, call 305-789-3504 or email [kkellogg@stearnsweaver.com](mailto:kkellogg@stearnsweaver.com)