

August 24, 2022



UPCOMING WEBINARS

EMPLOYMENT LAW
WORKERS' COMPENSATION
OSHA UPDATES
SUPERVISOR TRAINING
BUSINESS LAW
AND MUCH MORE



[Full Calendar](#) | [Website](#) | [Contact](#)

The Devil is in the Pretext: No Successful Discrimination Claim If Employee Does Not Carry Burden to Prove Ulterior Explanation for Employer's Actions

By: Rachel A. Duboff and Erin Dougherty Foley, Seyfarth Shaw

The Eighth Circuit's recent opinion in Banford v. Board of Regents of UM affirms the steps required to prove a discrimination claim. Plaintiff Jen Banford, a gay woman, was the women's head softball coach and part-time Director of Operations for the women's hockey team at the University of Minnesota Duluth ("UMD"). By the 2014-2015 season, all of the women's hockey team staff were likewise gay women. That season, UMD's new Athletic Director fired the women's hockey head coach, and Banford's contract, along with two assistant coaches, were also not renewed. While Banford was offered the opportunity to continue as the softball head coach, she

instead left UMD altogether. She sued UMD alleging discrimination under Title VII, claiming that she was fired because of her sexual orientation.

[Read More](#)

Featured Event:



IL Employment Law Update and Refresher for 2022 - 2023

Wednesday, September 14, 2022

10:30 am - 12:00 pm | Webinar

Please join Management-Side Labor & Employment Attorney, Jeff Risch, of SmithAmundsen LLC for an in-depth review and discussion of the very latest employment and labor law developments over the past year, as well as the latest proposals in Washington DC and Springfield in 2022.

Key Topics Will Include:

- New Joint Employer Risks/Liabilities
- Equal Pay Disclosures
- Restrictions on the use of Criminal Convictions
- Wage & Hour Trends and Latest Pitfalls
- Union Organizing & Employer Neutrality Mandates

- OSHA Updates
- Mandatory Leave Laws
- And More!

[Register Here](#)

Last Chance to Register:

August 30 - The Complex World of Wage and Hour Law

This webinar will address the top wage and hour issues businesses are facing when allowing employees to work remotely and solutions to those issues.

[Register Here](#)

Upcoming Events:

September 14 - IL Employment Law Update and Refresher for 2022 - 2023

This webinar will discuss the very latest employment and labor law developments over the past year, as well as the latest proposals in Washington DC and Springfield in 2022.

[Register Here](#)

September 22 - THE INTERPLAY BETWEEN FMLA AND ADA: How Businesses Can Master Any Situation That Arises In The Workplace

This webinar will provide key requirements and practical guidance for supervisors, when managing employees seeking ADA protections and/or FMLA leave.

[Register Here](#)

**September 27 - Environmental Justice: How Popularity
Contests Can Trump Business Decisions**

[Register Here](#)

This webinar will cover what environmental justice is and how it affects business decisions. provide an approach for developing compliant and effective HR policies for social media in the workplace.

September 29 - Social Media in the Workplace

[Register Here](#)

This webinar will provide an approach for developing compliant and effective HR policies for social media in the workplace.

Annual Official Cyber Security Summit:

Learn how to protect yourself & your business from becoming a victim of cybercrime.

Join us for the region's **7th Annual Official Cyber Security Summit**, rated Top 5

InfoSec Conference Worldwide, held on **Friday, August 26th, 2022.**

The Illinois Chamber of Commerce is a proud partner of this event and has secured
Exclusive Complimentary Admission for our network!

Register with code **ILLINOIS22** to secure your **Free Pass**

[Register Here](#)

Contact Information:



Questions?

Please contact Kirsten Constant, Business Services Coordinator at:
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