

## **David Gevertz Explains How Employers Can Prepare Themselves for EEOC's Shift Toward "Quality Over Quantity" Lawsuits**

EEOC Commissioner Chai Feldbaum recently tweeted that employers can expect "quality over quantity" in EEOC lawsuits in the months and perhaps even years ahead. In an interview with Human Resource Executive, Vice Chair of Baker Donelson's Labor & Employment Department David Gevertz explains that HR executives must take the time to study the EEOC's three main enforcement areas for 2012-2016. "I would start reviewing policies and do a meaningful analysis to guard against any systemic charges," he says, adding that one industry particularly vulnerable to these worker categories is hospitality. For example, restaurants tend to hire younger people, any number of whom are subject to financial pressures and are not financially empowered. "The key is to ensure that you do not have an environment where you can be accused of systemic discrimination."