

UNDERSTANDING AND AVOIDING RETALIATION CLAIMS

by

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- I. PARTICIPATION AND OPPOSITION CLAUSES OF TITLE VII
 - A. Federal Law
 - B. Opposition Clause
 - C. Participation Clause
- II. NEW RETALIATION STANDARD
- III. PLAINTIFFS MUST PROVE THE “SOLE REASON” FOR ADVERSE ACTION IN TITLE VII RETALIATION CASES
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 - A. Burlington Northern’s Definition Of “Materially Adverse Employment Action” Applies To FMLA Retaliation Cases
 - B. Opposition And Participation Coverage For Fair Labor Standards Act
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Business First's 20 People To Know In HR

CEO Magazine's 2008 Human Resources "Superstar"

Nationally Certified Emotional Intelligence Instructor

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Scott Warrick combines the areas of law and human resources to assist organizations in
"Solving Employee Problems BEFORE They Happen." Scott uses his unique background of LAW and
HUMAN RESOURCES to help organizations get where they want to go, which includes coaching and training
managers and employees in his own unique, practical and entertaining style.

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Scott's "[Employment Law Videos](#)" on the ADA, FMLA, FLSA and Harassment.

["The Human Resource Professional's Complete Guide To Federal Employment And Labor Law"](#) &

Scott's "[Do It Yourself HR Department](#)"

are favorites for anyone wanting to learn Employment Law and run an HR Department.

Scott's academic background and awards include:

Capital University College of Law (Class Valedictorian (1st out of 233))

Master of Labor & Human Resources and B.A. in Organizational Communication: The Ohio State University

The Human Resource Association of Central Ohio's Linda Kerns Award for Outstanding Creativity in the Field
of HR Management and the Ohio State HR Council's David Prize for Creativity in HR Management

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