LexVid Services, Inc., Presents:

Litigating Sexual Harassment: Attacking an Old Problem Using New Approaches

Total: **72 Minutes**

Speakers:
Max Barrack

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Sexual harassment claims can be complex. There are several federal and state laws and cases at play that any attorney tackling a sexual harassment case must be familiar with. This program will provide a comprehensive overview into the legal framework of sexual harassment litigation and provide an number of helpful examples and resources that will help any attorney litigating one of these cases achieve an optimal outcome. **Topics include:**

- Overview (10 min.)
- Federal Anti-Discrimination Statutes (12 min.)
- What constitutes discrimination and hostile work environment (25 min.)
- Severe or pervasive circuit-by-circuit (10 min.)
- State statues overview (15 min.)

Total: 72 minutes

Presenters:

Max Barack leads the Garfinkel Group, LLC's employment law practices group. He represents victims of workplace sexual and racial harassment, discrimination, retaliation, and unfair pay practices, such as unpaid overtime wages. He also represents whistleblowers and individuals engaged in severance negotiations. Previously, Max was a partner at Favaro & Gorman, Ltd, where he worked from January 2017 through January 2020. Max is fluent in Spanish and frequently represents primarily Spanish-speaking clients.

Max believes that workers need a strong advocate and someone who will listen to them and fight on their behalf. Max's experience in employment law has led him to take an aggressive approach in fighting for his clients. He combines his unique knowledge of ESI with his attention to detail in advocating for his clients. He enjoys fighting on behalf of the most vulnerable workers.

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Max was recently named to Super Lawyers' "Rising Stars" list in 2020 for employment & labor and employment litigation. Max has published articles on using social media and email in discovery in discrimination cases, using the Illinois Wage Payment and Collection Act, best practices in representing employment law clients, the tort of retaliatory discharge, representing whistleblowers in claims for retaliatory discharge, using the Illinois Gender Violence Act in the #MeToo era, and the recently passed Workplace Transparency Act. He has also assisted in the researching and writing of a publication on workplace laws affecting public employers and a presentation on workplace violence. He has given presentations on employee privacy and social media in discovery, the Illinois Right to Privacy in the Workplace Act, the tort of retaliatory discharge, and new legislative developments in Illinois. He is also a recurring presenting attorney for the "Financial Poise" webinar series about best practices for companies in creating workplaces.

Max is currently NELA-Illinois' Vice President, has been a member of its Board of Directors since 2019, and is the Co-Chair of its Legislative Committee. He has been a member of the Decalogue Society of Lawyers' Board of Managers since 2019. He is a member of the Chicago Bar Association, the Illinois State Bar Association, and the Hispanic Lawyers Association of Illinois. Max is also a member of the Legal Network for Gender Equity.

Max is a graduate of Chicago-Kent College of Law and holds a bachelor's degree with honors, from the University of Michigan.

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