

Key Issues in UK and U.S. Employment Law: What You Need to Know

Thursday, 9 October 2025

Time	Seminar	Speakers
8.30-9 a.m.	Breakfast and Registration	
9-9.10 a.m.	Welcome and introduction	Henry Clinton-Davis Partner, London
9.10-9.55 a.m.	What U.S. HR professionals and in-house counsel need to know about UK employment law (Part 1) <ul style="list-style-type: none"> Does it make sense to use an employer of record - pros and cons Have I classified my UK staff correctly - employee, worker, or independent contractor? Regulatory checks before engaging contractors - serious risks if overlooked Contract of employment versus U.S. offer letter The new duty to take reasonable steps to prevent sexual harassment - what do HR & Legal have to do? 	Henry Clinton-Davis Partner, London
9.55-10.30 a.m.	Best practices in workplace investigations <ul style="list-style-type: none"> A discussion of best practices in conducting internal investigations, including scoping, document collection and review, interviews, reporting, and privilege. 	Giselle J. Joffre Partner, Boston
10.40-11 a.m.	Coffee Break	
11-11.45 a.m.	What U.S. HR professionals and in-house counsel need to know about UK employment law (Part 2) <ul style="list-style-type: none"> Handling reductions in force fairly - a different world from the U.S. Will my non-competes hold up? What's on the horizon for HR 	Henry Clinton-Davis Partner, London

Time	Seminar	Speakers
11.45 a.m.-12.30 p.m.	DEI policies in the workplace - developments in the DEI landscape in the U.S. <ul style="list-style-type: none"> • State of the law – recent Supreme Court decisions • Executive Order 14173 – “Ending Illegal Discrimination and Restoring Merit-Based Opportunity” • What is “illegal DEI”? • EEOC Guidance • DOJ Guidance and Investigations • Implications for private employers, including federal contractors • Are companies outside the U.S. caught? • Best practices and recommended 	Joshua F. Alloy Counsel, Washington, D.C.
12.30 p.m.	Conclusion of Seminar	

Please be aware that this agenda is subject to change and updates.