



2026 Palm Beach County Bar Association's Bench Bar Conference

March 6, 2026

Time 1:30 PM – 2:30 PM

EMPLOYMENT LAW SESSION

Workplace Justice for All: Navigating Statutes, Courts, and the EEOC of Tomorrow

This 60-minute course will cover Florida's CHOICE Act, the Supreme Court's ruling in *Ames v. Ohio Dept. of Youth Services*, and the EEOC's updated enforcement guidance on workplace harassment.

Panelists: Roger Feicht, Esq., David Gobeo, Esq., Suhail Morales, Esq., Judge G. Joseph Curley, U.S. Magistrate Judge William Matthewman

Moderators: Mark Fereg, Esq.

I. Introduction of Panelists

II. Introduction to Florida's CHOICE Act

- What is the CHOICE Act?
- Which Agreements are covered?
 - Garden Leave Agreements v. Non-Compete Agreements
- Distinction between Fla. Stat. § 542.335 and the CHOICE Act.
- Defenses?
- Panel Discussion

III. Introduction to *Ames v. Ohio Dept. of Youth Services*

- The Facts
- The Law
 - The longstanding rule – heightened evidentiary burden on majority group plaintiffs bringing claims for discrimination under Title VII.
 - There is no longer a barrier imposed on what could be classified as “reverse discrimination” – eliminating a distinction between majority and minority groups.
 - Eleventh Circuit application.
- Panelist Discussion.

IV. EEOC Updated Enforcement Guidance on Workplace Harassment.

- Covered bases and Causation

- Discrimination affecting terms and conditions of employment
- Liability against employers
- Panel Discussion

V. Questions and Answers

VI. Closing Remarks