MEDIA MENTIONS

Law360 Employment Authority Quotes Benesch Partner Adam Primm on Title VII Discrimination Standards

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Benesch Labor & Employment Partner Adam Primm was quoted in a recent Law360 Employment Authority article examining the scope of discrimination protections under Title VII of the Civil Rights Act of 1964.

The article explores how recent legal developments are reinforcing that Title VII applies broadly to all individuals, emphasizing that discrimination claims are not limited by majority or minority group status. Courts have clarified that the statute prohibits discrimination based on protected characteristics without distinction between different groups.

“I think it reminds attorneys of what Title VII actually says … that we can't have discrimination based on classifications in general,” Primm told Law360. “It's not necessarily a majority-minority thing, [it's] that the perceived majority can still be discriminated against based on the classes defined within Title VII. While I believe that was always the law, I think it just brings that front of mind for practitioners.”

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