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Meet Nancy Gray



In a diverse legal career that has spanned over three decades, attorney Nancy Gray has represented hundreds of clients in a variety of civil matters, including labor and employment (management/employee); sexual harassment, discrimination, wrongful termination; commercial, contract and business

The Pao Effect: Facebook and Twitter Facing Gender Discrimination Lawsuits

Women in Silicon Valley are speaking up against gender bias in the workplace. After Ellen Pao's highly-publicized trial against Kleiner Perkins Caulfield Bryers, women in the technology industry have felt emboldened to make similar claims of gender and racial bias against other employers in the still male-dominated technology industries.

Both Facebook and Twitter were hit with gender bias lawsuits during Pao's discrimination case. First, Chia Hong sued Facebook for both sex and race discrimination, alleging that her former boss harassed and belittled her. Hong recounted criticisms for taking time off to volunteer at her child's school, as well as questions like why she did "not just stay home and take care of her children."

Hong also alleged multiple instances of "soft discrimination," or gender bias that are much more difficult to prove. As examples, she recalls being belittled or ignored in meetings, and being asked to plan office parties and serve drinks to male employees. Hong believes that this type of conduct was

issues.

Among other highlights, Ms. Gray served as Assistant District Attorney in New York, spent seven years with a national law firm working on complex pharmaceutical and medical device cases, and successfully litigated and coordinated cases around the country. She has a unique expertise in matters pertaining to the adulteration of extra virgin olive oil.

Ms. Gray has also lectured and written on a variety of topics, including expert testimony, drug and medical device regulation, sexual harassment, employment practices and child performer issues.

In 1997, she started her own firm, based in Los Angeles.

Having been raised in New York City, Nancy enjoys dramatic, musical and comedy theater as well as pro sports. She is a PADI-certified scuba diver. Among her favorite reading material is Bon Appetit and anything pertaining to criminal behavior and behavioral profiling.

Accreditations

The logo for Super Lawyers, featuring the words "Super Lawyers" in a stylized, bold, gold-colored font with a slight shadow effect, set against a white background.

part of a pattern of discrimination against women that was pervasive at Facebook. Her racial bias claim comes from being told that she "looks and sounds different" from other employees because of her Asian heritage.

At Twitter, Tina Huang alleged that procedures for promotions were secret, and only available to men who were informed about open positions via a "shoulder tap" from upper management. Openings for promotions were not advertised to employees in general, and could only be obtained through an invitation. Because upper management was almost exclusively male, Huang alleges that gender bias- conscious or unconscious- resulted in her being passed over for promotions. After Huang complained about the process, she maintains that she was let go from Twitter.

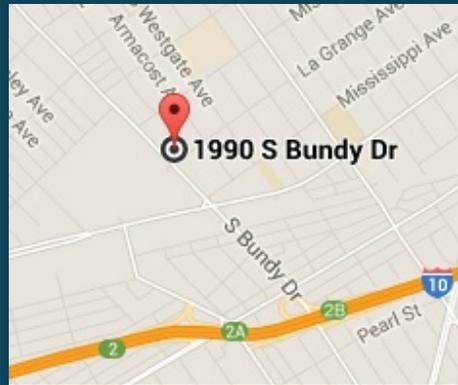
Gender discrimination in the workplace is a tricky subject. Many employers believe that discrimination is not an issue as long as women are hired and no one actively makes outright comments about an employee's gender.

Employers need to be aware of the environment that it is created for all employees. If female employees are assigned menial tasks that are outside of their job descriptions, such as party planning or coffee making, they may feel resentful and abused.

To avoid gender discrimination lawsuits, make sure that your office has a written discrimination policy which can be referred to by employees. Keep these policies simple-often, something as plain as "Our office does not tolerate discrimination based upon race, gender, religion, or any other protected characteristics"- is sufficient to show that a company is committed to the fair treatment of its employees.

Additionally, make sure that hiring and promotion procedures are open and accessible to all employees. Speak

Directions



with your management about valuing input from every employee, and consider training programs which highlight issues like "soft" or unconscious discrimination. Finally, make sure that your human resources department has procedures in place to both receive discrimination complaints openly and to deal with behaviors that employees find discriminatory.

Whether you are an employee who feels discriminated against in the workplace, or you are an employer trying to create a welcoming environment for all of your employees, [contact Gray Associates, P.C.](#) if you are concerned about your rights or obligations. For a free consultation, contact us today at (310) 452-1211.

About Gray & Associates P.C.

Attorney Nancy Gray of Gray & Associates, P.C. has more than 30 years of experience providing personalized attention and creative solutions to her clients' legal issues. Whether you need a strong litigator, a labor and employment advocate, or a savvy business law attorney, you can rely on Gray & Associates to provide you with excellent legal representation. Click [here](#) to read more.

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