

**EEOC TRAINING INSTITUTE**  
**San Antonio Technical Assistance Program Seminar Agenda**  
**July 29, 2004**

**Agenda Highlights:** This year's plenary sessions will focus on a legal update and English-only rules. In our workshops, join us for practical exercises in hiring and promotion and hear about how mediation can be win-win for everyone.

8:00 am      **Registration**

8:45 am      **Welcome**

9:00 am      **Legal Update**

*John Schmelzer, Attorney Advisor, Headquarters EEOC*

Receive an update on what EEOC has recently litigated and settled, as well as information on significant changes in EEO law which impact employers and employees.

10:30 am     **Break**

10:45 am     **EEOC Statutes and the English-only Rule**

Learn about the laws enforced by EEOC and the English-only rule. Find out when an English-only rule can be adopted and justified.

**12:00 Noon Lunch**

Guest Speaker: ***Associate Professor Walter Wright***  
Texas State University - San Marcos

*A Supervisory Administrative Judge will be available in Grand Ballroom ABC at 1:30 p.m. to discuss any topic related to Federal Sector processing.*

1:30 pm      **Workshop A & B**

2:45 pm      **Break**

3:00 p.m.    **Workshop A & B**

**WORKSHOP A: Hiring and Promotion Issues**

Discover how presumptive thinking can spoil even the best hiring and promotion plans, and work through a hands-on training exercise that will illustrate methods employers can use to avoid EEO complaints.

**WORKSHOP B: Mediate by Thinking Outside the Box**

Learn the facts about mediation and see how the process can be beneficial to your organization. Participate in interactive mock mediation scenarios which will illustrate how a win-win resolution can be reached when you learn to "think outside the box".

4:15 pm      **Question and Answer Session**

4:30 pm      **Adjournment**