

## REGISTER EARLY!

Discount price for on-line registration or if payment is received by May 4th.

**Wednesday  
June 4, 2008**

*Attend "Sexual Harassment and Conducting an Effective Investigation" to satisfy CA AB 1825 sexual harassment training requirement for supervisors.*

**ENHANCE YOUR EEO KNOWLEDGE** at the 2008 EEOC Technical Assistance Seminar. This informative seminar is sponsored by the **EEOC's Los Angeles District Office and the Fresno Local Office**. The seminar will be held at the Piccadilly Inn University Hotel in Fresno, California.



# EEOC Fresno Seminar

**U.S. Equal Employment Opportunity Commission**

### Seminar Location

Piccadilly Inn University Hotel  
4961 North Cedar Avenue  
Fresno, CA 93726  
(559) 224-4200  
[www.piccadillyinn.com](http://www.piccadillyinn.com)

### LET EEOC BE YOUR TRAINER!

Experienced EEOC staff will come to your facility and provide training on popular EEO topics tailored to your Company's specific needs, such as harassment or an overview of EEO.

### Come to the Source!

Join EEOC for the latest developments in EEO law and best practices— from the experts who enforce the law.

Questions about the seminar or on-site training?

**Contact Santos Albarran  
EEOC Los Angeles Office**

(213) 894-1045  
(213) 894-2028 FAX  
(213) 894-1121 TTY  
[santos.albarran@eEOC.gov](mailto:santos.albarran@eEOC.gov)



**EEOC**  
**Training Institute**  
*...Learn from the Experts*

Wednesday, June 4, 2008

# EEOC Fresno Seminar

## Top 5 Reasons to Attend TAPS

- Avoid Common Pitfalls and Mistakes
- Learn Best Practices
- Prepare for tough HR decisions
- Meet the people who enforce the laws
- Improve your company's bottom line



## Hotel Accommodations

*Registrants are responsible for their own hotel and travel arrangements.*

Call the Piccadilly Inn  
University Hotel at  
(559) 224-4200  
before **May 4, 2008**

for the EEOC conference rate of  
\$98 per night.

**Special Acknowledgement**  
to the **Human Resource  
Association of Central  
California (Affiliate of SHRM)**  
for their assistance with this  
seminar.

## Registration Policy

Payment — \$335 (Walk-in and Non-discount Registration)  
A discount price of **\$299 is available for on-line registration with credit card payment until June 3, 2008. The discount price is also available for check or faxed credit card payments received by May 4, 2008.** Payments by government purchase order are not eligible for the discount price. Fee includes seminar, a seven volume EEO library on CD, lunch, and refreshment breaks. Payment must accompany registration application.

Payment by federal government purchase order can only be accepted if you provide a copy of the purchase order (or SF182 or DD 1556 training form), purchase order number, agency's 9-digit tax identification number, and agency's 8-digit Agency Location Code (ALC). If any of these items are missing, we will not be able to confirm you for the seminar. Payment by electronic invoicing is NOT accepted. If you are paying by state or local government purchase order, provide your billing email address where the invoice should be sent.

**Registration** - There are three ways to register.

**ON-LINE** using a credit card at [www.eetraining.eeoc.gov](http://www.eetraining.eeoc.gov)

**MAIL** your registration application and payment to  
EEOC TRAINING INSTITUTE, PO BOX 83933, GAITHERSBURG, MD 20883-3933

**FAX** your registration with credit card payment to  
301.545.0718

Questions about registration? Call 1.800.600.6157, (TTY# 1.800.600.6158) or email [eeoc.traininginstitute@eeoc.gov](mailto:eeoc.traininginstitute@eeoc.gov)  
Space is limited, register early, and preferably at least 10 days in advance of a seminar. Late registrations will be accepted on a space available basis. *EEOC Tax ID Number: 52-0812909.*

### Confirmation

Registrants will receive written email or fax confirmation upon receipt of registration application and fee.

### Cancellations/No Show Policy

Cancellations received more than 7 business days in advance of a seminar are eligible for a refund less a \$35 processing fee. No shows are not eligible for a refund. Substitutions may be made prior to the beginning of the seminar.

### Reasonable Accommodation Requests

Please describe your accommodation needs due to a disability on the registration application and we will respond to you.

# AGENDA Fresno EEOC Seminar Wednesday, June 4, 2008

**7:15 AM**            **Registration and Continental Breakfast**

**8:15 AM**            **Welcome & Opening Remarks**

Olophius E. Perry, Esq., Director, EEOC Los Angeles District Office  
Melissa Barrios, Esq., Director, EEOC Fresno Local Office

**8:30 AM**            **Sexual Harassment and Conducting an Effective Investigation**

Sexual harassment continues to be a high profile issue that plagues many employers. Discussion on steps employers can take to prevent harassment and to promptly and effectively respond when it occurs by conducting an effective investigation.

Melissa Barrios, Esq., Director, EEOC Fresno Local Office  
Dawn Cagle, President, Human Resource Association of Central California (an affiliate of SHRM)

**10:45 AM**           **Emerging EEOC Issues and Trends**

EEO Law is dynamic, ever changing and developing as the courts interpret and apply the law to a rapidly changing workplace. Hear about the latest lawsuits the EEOC has filed in court.

Anna Park, Esq., Regional Attorney, EEOC Los Angeles District Office

**11:00 AM**           **Retaliation - Workshop #1**

Retaliation claims have tripled in the past fifteen years, and the US Supreme Court's recent ruling helped clarify the broad coverage Title VII provides to employees. Find out how the EEOC investigates retaliation charges and what you can do to prevent viable retaliation claims.

Anna Park, Esq., Regional Attorney, EEOC Los Angeles District Office

**11:00 AM**           **Immigration- Related Discrimination - Workshop #2**

With our changing demographics, it is often difficult to ensure that employers are not going "over the top" to ensure compliance with immigration laws and EEO laws. This workshop will provide critical information for human resource professionals, managers and supervisors.

Byron Wong, Esq., DOJ Senior Trial Attorney, Civil Rights Division

**12:15 PM**           **Luncheon Keynote Speaker: Phyllis W. Cheng, Director, California Department of Fair Employment and Housing**

**1:30 PM**            **Leading Practices for Successful Mediation—Workshop #3**

Have you ever wondered, "Why should we use mediation for conflict resolution when we haven't done anything wrong?" or "What are the benefits?" Find out why more employers are choosing this important tool to resolve employment disputes. Learn what to expect when you opt to mediate and how to maximize your mediation experience.

Cherry-Marie Rojas, Esq., ADR Coordinator, EEOC Los Angeles District Office  
Mark Keppler, Esq., Professor of Human Resource Management at California State University, Fresno

**1:30 PM**            **ADA and the Interactive Process—Workshop #4**

Understand key concepts and decisions about the ADA and the Interactive process.

Santos Albarran, Program Analyst, EEOC Los Angeles District Office

**3:00 PM**            **Race and Color Discrimination: Beyond Black and White Issues**

Explore the many factors which influence race-based employment decisions. See how factors other than race and skin color can result in disparate treatment and possible pattern and practice discrimination. Ensure that your employment decisions do not impact applicants and employees because of hidden racial bias.

Patricia Kane, Enforcement Supervisor, EEOC Los Angeles District Office

**4:15 PM**            **Open Forum With EEOC and DOJ Officials**

Our panel members will answer any questions you may have on employment-related issues.

**Credits:** HRCI Credits Available. California CLE credits have been requested. This seminar also meets the yearly refresher training requirement for federal agency EEO investigators. Attend "**Sexual Harassment and Conducting an Effective Investigation**" to satisfy CA AB 1825 sexual harassment training requirement for supervisors.

# EEOC Fresno Seminar 2008

Please print and use a separate form for each attendee.

**3 ways to register**

•**ON-LINE** (For immediate confirmation)

[www.eeotraining.eeoc.gov](http://www.eeotraining.eeoc.gov)

•**MAIL**

EEOC TRAINING INSTITUTE

PO BOX 83933

GAITHERSBURG, MD

20883-3933

•**FAX**

301.545.0718

*Seminar includes a CD-ROM of 2000+ pages, a complete EEO LIBRARY*

Enroll me for the Fresno, CA seminar on **Wednesday, June 4, 2008**

First Name \_\_\_\_\_ MI \_\_\_\_\_ Last \_\_\_\_\_

Title \_\_\_\_\_

Business/Organization \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

E-Mail \_\_\_\_\_

Business Telephone ( ) \_\_\_\_\_ (  if TTY, please check)

Fax No. ( ) \_\_\_\_\_ Company/Agency Tax ID Number \_\_\_\_\_

Do you require a reasonable accommodation, due to a disability, to attend?  Yes  No

Please describe accommodation requested or special diet needed: \_\_\_\_\_

**AMOUNT OF PAYMENT:**  \$335  \$299 Discount Price\*

\*Discount Price is available for on-line registration with a credit card completed by June 3, 2008. The discount price is also available for check or faxed credit card payment received by May 4, 2008. Payments by government purchase order are not eligible for the discount price.

**Credit Card** —  MasterCard  Visa  American Express  Discover

Account # \_\_\_\_\_ Exp. Date \_\_\_\_\_

Card Security Code (required) \_\_\_\_\_ (non-embossed 3 or 4 digits near the signature block)

Cardholder Name (please print) \_\_\_\_\_

Signature \_\_\_\_\_

Cardholder Email address \_\_\_\_\_

**Check Payable to EEOC Training Institute**

**State/Local Gov't Purchase Order** - Address for invoice \_\_\_\_\_

**Fed Gov't Purchase Order** - Agency Location Code (ALC) (required) \_\_\_\_\_

Have you previously attended an EEO sponsored seminar, course or conference?  Yes  No

**# Employees at your facility?**

- Under 50
- 50-99
- 100-249
- 250-499
- 500-999
- 1,000-1,999
- 2,000+

**Your Organization's Business Type:**

- Federal Gov't
- State/ Local Gov't
- Other

**Your Position Category:**

- Attorney  EEO Director, Manager, Supervisor
- EEO Investigator, Counselor, Staff
- HR Director, Manager, Supervisor  HR Staff
- Mediator, ADR  Other Manager, Supervisor
- President, CEO, Owner  Union Representative
- Other \_\_\_\_\_

**How did you learn about our seminar?**

- Brochure in mail  Colleague  EEOC event
- Email  Website/Internet  Newspaper /Radio Ad
- Professional Organization  SHRM
- Other \_\_\_\_\_