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**Friday,
June 6, 2008**

Don't miss out on this exciting and informative EEOC Technical Assistance Program Seminar (TAPS), sponsored by the **EEOC MIAMI DISTRICT OFFICE**. The seminar will be held at The Westin Tampa Harbour Island, situated on a unique landscaped island in downtown Tampa.



2008 EEOC Tampa Seminar

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

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Questions about the seminar?

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EEOC Tampa Seminar

Friday, June 6, 2008 **PROGRAM AGENDA**

U.S. Equal Employment Opportunity Commission TECHNICAL ASSISTANCE SEMINAR Tampa, Florida

MORNING PLENARY SESSION

8:30 AM **Welcoming Remarks**

8:45 AM **Intake Session (Role Play)**

This engaging reality exercise will guide participants through the EEOC's intake process using interesting and emerging issues including race and color discrimination. Learn what's involved in the intake process, what questions are asked, what evidence is needed, and how this information is used to frame the investigation. Learn the keys to preparing an effective response to a charge of discrimination that will help get a quicker resolution from EEOC.

Presenters: *Yolanda Ramírez, Ines Lozano and José Camejo, EEOC Miami District Office*

10:15 AM **BREAK**

10:30 AM **WORKSHOPS (Choose one)**

21st Century Race & Color Discrimination: How to Deal with It

Recent studies suggest that overt and covert race discrimination is still alive and well. EEOC has rolled out its E-RACE initiative to combat racism and colorism in the workplace. Managers need to be aware of the possibility of implicit bias in their employment decisions. During this session, recent case studies will be used to examine aspects of subconscious discrimination.

Presenter: *Kate Boehringer, Supervisory Trial Attorney, Miami District Office*

Schedule

- **Registration—7:30 am**
- **Start—8:30 am**
- **Continental Breakfast & Lunch provided**
- **End—4:15 pm**

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AGENDA (CONT.) Friday, June 6, 2008

10:30 AM **WORKSHOPS (CONT.)**

Legal Update

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 developments in the courts today and the latest lawsuits the EEOC has filed.

Presenter: *Nora E. Curtin*, Regional Attorney, EEOC Miami District Office

12:00 N **LUNCH — NETWORKING**

AFTERNOON PLENARY SESSION

1:00 PM **Discrimination Against Caregivers: When is it Covered Under EEO Laws?**

Discrimination against working mothers and other workers with caregiving or family responsibilities is an emerging discrimination issue in the 21st century workplace. Changing workplace demographics, including women's increased participation in the labor force, have created the potential for greater discrimination against working parents and others with caregiving responsibilities, such as eldercare. This session will explain when discrimination against a working parent or other caregiver constitutes unlawful disparate treatment under federal EEO law. The session also will discuss best practices that employers can adopt to be proactive in addressing potential discrimination against caregivers.

Presenter: *Ernest Haffner, Esq.*, EEOC Office of Legal Counsel, Washington, D.C.

2:30 PM **WORKSHOPS (Repeats the 10:30 AM Sessions)**

4:00 PM **QUESTIONS AND ANSWERS**

4:15 PM **ADJOURN**

Credits:

HCRI recertification credits may be requested. Florida CLE credits pending approval. The seminar meets the yearly refresher training requirement for federal agency EEO investigators.



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Who Should Attend?

Human Resource Managers

Attorneys

Managers & Supervisors

State and Local Officials

Federal EEO Staff
[approved for Federal EEO
Investigator Refresher
credit]

Union Representatives

Hotel Arrangements

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

Registration Policy

Payment — \$335 Fee includes seminar, a seven volume EEO library on CD, lunch and refreshments at breaks. Payment must accompany registration. A discount price of **\$299** is available for on-line registration with a credit card and for check payments received 30 days before the day of the seminar. Payment by government purchase order is not eligible for this Discount Price. EEOC Tax identification Number: 52-0812909

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. If any of these items are missing, we will not be able to confirm you for the seminar. Electronic invoicing not accepted. If you are paying by state or local government purchase order, provide your billing address where the invoice should be mailed.

Registration - There are three ways to register. For immediate confirmation, register **ON-LINE** using a credit card at www.eetraining.eeoc.gov, OR

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Questions about registration? Call 1.800.600.6157, (TTY# 1.800.600.6158) or email 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.

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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 course 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.

EEOC Tampa Seminar June 6, 2008

PLEASE PRINT and
use a separate form
for each attendee.

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Do you require a reasonable accommodation, due to a disability, in order for you to attend this program? No Yes Please describe accommodation requested or special diet needed: _____

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

***Discount price available for on-line registration up to the day before the seminar and for check or faxed credit card payment received 30 days before the seminar.**

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

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- 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 _____

TOP FIVE REASONS TO ATTEND THE EEOC MIAMI SEMINAR

EEOC offers you the best value for your training budget. Our seminar offers a range of topics, whether you are new to the field or a seasoned HR professional.



DIRECTIONS

The Westin Tampa Harbour Island is located at 725 S. Harbour Island Boulevard, near the downtown Tampa area.

From Interstate 275:

Take Exit 44 (Ashley Street - Downtown East/West). Take Downtown West and then take Tampa Street South. Turn right onto Franklin Street which becomes Harbour Island Boulevard and continue to the hotel.

- **Improve your company's bottom line**, saving money, time and resources with smart policies, happy employees and a productive workplace.
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LET EEOC BE YOUR TRAINER

The Miami Office offers on-site training for your managers and employees on a range of EEO topics.

For More Information Contact:

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