

Phoenix TAP Seminar Agenda – June 20, 2008

8:00 a.m. – 8:15 a.m. **Opening Remarks**
Chester V. Bailey, District Director
EEOC Phoenix District Office

8:15 a.m. – 9:45 a.m. **Employer Liability in Harassment Cases**
Paul Manget, Enforcement Manager
EEOC Phoenix District Office

Did you know that harassment is the only issue addressed by EEOC where employer liability is generally not automatic? There are steps you can take that will reduce or eliminate your organization's liability for most types of harassment. In this session, you will gain a better understanding of what constitutes harassment in an employment setting and your organization's potential liability for that harassment.

9:45 a.m. – 10:00 a.m. **Break**

10:00 a.m. – 11:15 a.m. **Your Family or Your Career**
Berta Echeveste, Enforcement Supervisor
EEOC Phoenix District Office

Discrimination against caregivers is an emerging EEO issue that has the potential to become increasingly significant in the future as work-family conflicts become more common. Caregiver discrimination is a "hot topic." In this session, you will hear more about EEOC's position regarding discrimination against caregivers.

11:15 a.m. – Noon **U.S. Department of Justice – Office of Special Counsel For
Immigration Related Unfair Employment Practices**
Kay Baldwin, Deputy Special Counsel

Kay Baldwin will discuss the anti-discrimination provision of the Immigration and Nationality Act (INA). Topics include prohibited citizenship status discrimination and pitfalls to avoid in completing the I-9 and E-Verify process for new hires.

Noon – 1:15 p.m. Lunch

12:40 – 1:15 Luncheon Speaker – Charlie Rahill, Systemic Coordinator
EEOC Phoenix District Office
Using Statistics in EEOC Investigations

What criteria do you use to screen out applicants? Do you administer tests? Have those tests been validated? Do you use criminal background checks? Credit checks? Do your policies and practices have an adverse impact on protected class members? This is your chance to hear directly from EEOC what statistical tests are used, when they are used and what you need to know in order to avoid a large adverse impact class case from EEOC.

1:15 p.m. – 2:30 p.m. Job Accommodation Network (JAN)
Suzanne Gosden-Kitchen, Senior Consultant

The Job Accommodation Network (JAN) is a free consulting service designed to increase the employability of people with disabilities by providing individualized worksite accommodations solutions and technical assistance regarding the ADA and other disability related legislation. This is a unique opportunity to meet and hear from a JAN representative who will explain how to use JAN as a part of your job accommodation process.

2:30 p.m. – 2:45 p.m. Break

2:45 p.m. – 4:00 p.m. EEOC Litigation Update
Mary Jo O’Neill, Regional Attorney
EEOC Phoenix District Office

Hear directly from the person responsible for EEOC’s litigation program in five states, including Arizona. You will learn about lawsuits filed by the Phoenix District Office and the types of cases likely to be filed in the future. You will also gain a better understanding of recent Supreme Court decisions as they relate to employment discrimination. You will also be given an opportunity to ask questions.