

WHAT IS THE WASHINGTON FIELD OFFICE'S ADVANCED EEO WORKSHOP SERIES?

“Informative and thought-provoking.”

*“We worked through a lot of
concepts in a mere 3 ½ hours!”*

*“Excellent review of
subject matter.”*

*“Articulate, organized
and very engaging
speakers.”*



*“Plenty of real-life examples that I
can apply in the work setting.”*

*“Excellent format. I could
commit to ½ day’s training and
still meet demands of work
responsibilities.”*

*Launched in Spring 2007, these intensive senior-level, half-day training sessions
highlight key developments in the EEO complaints process*

2010 ADVANCED EEO WORKSHOP SERIES

WHAT WILL PARTICIPANTS GAIN?

- ◇ High-quality, cost-effective EEO training
- ◇ Legal and regulatory updates.
- ◇ Improved effectiveness in handling employee complaints and concerns
- ◇ Practical advice and strategies to apply to real-world scenarios
- ◇ Comprehensive workbook with slide presentation and detailed course notes
- ◇ Human Resource Certification Institute (HRCI) and Continuing Legal Education (CLE) credits, upon request
- ◇ Professional networking opportunity

WHO SHOULD ATTEND?

- EEO, HR & Legal Professionals in both Public & Private sectors, including:
- ◇ EEO Specialists, Counselors & Investigators
 - ◇ Attorneys
 - ◇ Civil Rights Officers
 - ◇ Mediators & other ADR Specialists
 - ◇ Labor & Employee Relations Specialists
 - ◇ Human Resources & Personnel Specialists
 - ◇ Inspectors General

Morning Workshop - Strategies for Recognizing, Preventing, Responding to and Resolving Discrimination and Harassment Complaints

Covering the full range of workplace discrimination and harassment complaints, this 3-hour course is designed to give management and supervisory personnel practical and relevant compliance information through an engaging learning experience. Training will be interactive, structured around actual EEOC cases, scenarios, and exercises that are relevant to the work environment. Participants will have the opportunity to ask questions about, and develop creative solutions to, challenges they may experience in preventing and responding to discrimination and harassment in the workplace, based on sex, race, national origin, religion, age, disability, sexual orientation and other factors.

Cheryl Mabry-Thomas, the lead presenter, is currently the Acting Deputy Director of the EEOC's Washington Field Office. Previously, she worked as an Acting Supervisory Program Analyst in the Office of Field Programs and served as the point of contact and hiring/training coordinator for the EEOC's call center, as well as a trainer for EEOC's new investigators. As a systemic investigator, mediator and enforcement supervisor in the Chicago District Office of the EEOC, she investigated, supervised and negotiated many multi-million dollar settlement agreements against nationwide employers. While at the EEOC's Chicago District Office, Ms. Mabry-Thomas also served as the in-house training coordinator, conducting significant outreach to employers and advocates on a variety of topics related to all of the anti-discrimination laws enforced by the EEOC, as well as undertaking EEOC charge processing responsibilities.

Afternoon Workshop - The Genetic Information Nondiscrimination Act of 2008 (GINA): Intersections with the ADA, Compliance Challenges and Practical Implications for Employers.

EEO and human resource professionals in Federal, private, state and local government have been anxiously awaiting the issuance of EEOC's final regulations to interpret Title II of the Genetic Information Nondiscrimination Act (GINA). Title II of GINA, which became effective on November 21, 2009, prohibits discrimination in employment based on genetic information, including the results of genetic tests and family medical history. It also strictly limits employers from requesting, requiring, or purchasing genetic information about applicants and employees, and requires that any genetic information employers have be kept confidential. Regulations to implement Title II of GINA are expected to be finalized shortly. In the meantime, this workshop will provide answers to common questions about GINA and serve as a helpful resource for those trying to get quickly up to speed on some fundamentals of GINA's employment protections and its sometimes complex relationship with the ADA and Section 501.

Christopher J. Kuczynski, the lead presenter, is Assistant Legal Counsel and Director of the ADA/GINA Policy Division at the EEOC, where he supervises the development of regulations and policy guidance interpreting Title I of the ADA and Title II of GINA. In this position, he has also made hundreds of presentations on the ADA, and more recently on GINA, to a variety of audiences - from human resources professionals and EEO counselors in the public and private sectors, to plaintiff and defense counsel.