



EEOC
Training Institute
...Learn from the Experts

AGENDA

Las Vegas EEO Seminar

Tuesday, September 11, 2018

- 7:30 - 8:30 a.m. **Registration**
- 8:30- 8:45 a.m. **Welcome & Introductory Remarks**
- 8:45- 9:45 a.m. **EEOC Update — The Digital Age, A New Administration— Same Civil Rights Laws**
Rosa Viramontes, Los Angeles District Director
- 9:45 - 10:45 a.m. **EEOC Legal Update**
Anna Park, Los Angeles District Regional Attorney
- 10:45 - 11:00 a.m. **BREAK**
- 11:00 - 12:00 p.m. **#MeToo, #TimesUp & the EEOC — An Update on the EEOC’s Select Task Force on the Study of Harassment in the Workplace**
- 12:00 - 1:30 p.m. **Luncheon**
- 1:30 - 3:00 p.m. **Breakout Session I (Choose One Workshop)**
- I. EEO Investigations 101: You’ve got a Complaint, Now What?**
You receive a complaint of discrimination or harassment—now what do you do? This workshop explores how to conduct an EEO investigation—who to interview, what evidence should be examined, and how to document and report your findings.
- II. Emerging Issues: LGBTQ+ & the Workplace**
Stay up to date on the latest court cases and new laws that impact LGBTQ+ employees in the workplace.
- III. Mediation Skills 101**
Mediation skills don’t just belong in a courtroom or behind closed doors. This workshop explores different mediation skills and the benefits they can bring to the workplace.



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3:00 - 3:15 p.m. **BREAK**

3:15– 4:45 p.m. **Breakout Sessions II** (Choose One Workshop)

I. Human Resources—the Real-World Edition

Human Resources is a messy, never-easy job. Join our panel of experts for a discussion on some of their toughest HR situations and the best practices that got them through it.

II. Revenge in the Workplace: Retaliation and Employer Liability

Getting even, pay back, defending your honor—however you say it, revenge happens. Retaliation is the number one allegation filed with the EEOC, attributing to 45% of all charges filed nationwide. This workshop will discuss the issue of retaliation, what retaliation can look like, and discuss what you can do to prevent such actions in your workplace.

III. The New Federal Sector Program (Federal Employees)

Join Supervisory Administrative Judge Diane Arkow Gross for a review of the Commission's new Federal Sector Program and how these changes will impact your federal workplace.

4:45 p.m. **ADJOURN**

Please join the EEOC for a tour of the Las Vegas Local Office. We will meet at 4:45pm and walk over to the Federal Courthouse for a tour of the new office.

Light Refreshments will be served.



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Wednesday, September 12, 2018

- 7:30 - 8:30 a.m. **Registration**
- 8:30 - 8:35 a.m. **Welcome & Introductory Remarks**
- 8:35 - 8:45 a.m. **Update from Nevada Equal Rights Commission**
- 8:45 - 9:45 a.m. **Technology & Big Data**
- 9:45 - 10:45 a.m. **Caution: Curves Ahead—Maneuvering the Complex Path of the ADAAA**
With ADA cases making headlines across the country, let's plunge into the common pitfalls that employers face regarding this complicated law, including the interactive process, reasonable accommodations, and undue hardship.
- 10:45 -11:00 a.m. **BREAK**
- 11:00 - 12:00 p.m. **Implicit/Explicit Biases: Dangers in Recruitment & Hiring**
In the age of cell phone videos and social media, from Starbucks to park BBQs, people's implicit and explicit biases have been on full display for the world to see. This discussion will delve into how our subconscious influences our decisions and the dangers that can pose during the recruitment and hiring process.
- 12:00 - 1:30 p.m. **Luncheon**
- 1:30– 3:00 p.m. **Breakout Sessions I** (Choose One Workshop)
I. Investigations 202—The Sticky Issue Session
Going beyond the basics and making the tough credibility call, asking the hard questions, and determining the relevance of evidence, are all part of an EEO investigation. This workshop explores the delicate issues that can arise during an investigation and the best practices for handling them.



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Wednesday, September 12, 2018

1:30– 3:00 p.m.

Breakout Sessions I (CONT.- Choose One Workshop)

II. Birds Eye View: Systemic Approach to Analyzing Pay & Hiring

An internal audit of a company's hiring and pay practices can quickly address and resolve issues that could wind up costing the company significantly down the line. This workshop will look at examining pay and hiring records from a different perspective and provide real-life take-aways for best practices that can be implemented in the workplace.

III. Staff in Peril: Managing Employees with Mental and Emotional Distress in the Workforce

Managing employees in distress, following the ADAAA guidance for accommodations, and keeping the workplace running smoothly is difficult for even the most seasoned professional. This panel discussion explores the best practices for managing these sensitive employee issues.

2:45 - 3:00 p.m.

BREAK

3:15 - 4:45 p.m.

Breakout Sessions II (Choose One Workshop)

I. Beyond Borders: National Origin Discrimination

Images from our borders dominates the news cycles, but what does this mean for the workplace? This workshop will review current laws and policies that impact your workplace.

II. EEOC's Respectful Workplace Training Teaser: Handling Employee Complaints & Coaching

A direct result of the EEOC's Select Task Force was the development of a new type of training program—a training about people and interactions, not about compliance. This workshop offers you a sneak peak into the EEOC's new Respectful Workplace training.

III. Managing a Multi-Generational Workforce

From Baby Boomers to Millennials, the generation gap in the workforce is vast and the values and needs of each generation can clash in the workplace. This workshop explores best practices for working with and managing a diverse multi-generational workforce.

4:45 p.m.

ADJOURN