



EEOC
Training Institute
...Learn from the Experts

THURSDAY-FRIDAY

SEPTEMBER
11-12, 2014

REGISTER
NOW

www.eetraining.eeoc.gov

\$349 per day · **\$698** both
on-line or early bird*
discount \$319 · \$638
(* payment received by
Friday, August 15, 2014)

2014 SEMINAR LOCATION
Dolce Hayes
Conference Center
200 Edenvale Avenue
San Jose, CA 95136

Room Block \$144
per night plus tax
Toll Free (408) 362-2331
Local (408) 226-3200
Group Code: EEOC Seminar

or reserve online at
<http://bit.ly/EEOChotel>
by **August 15, 2014**



EEOC SAN JOSE SEMINAR



EEO at 50:

*How far have we come?
Where are we headed?*

Marking the 50th anniversary of the 1964 Civil Rights Act, Title VII and the EEOC, our seminar will provide fresh perspectives on Equal Employment Opportunity and the important work you do.

Get the insider's scoop on EEOC's top employment priorities, strategic analysis and practical updates

PLUS Conference notebook with Presenter Top Ten lists, and CD Rom of EEOC manuals.

Learn from the experts— Concrete tools for your EEO toolbox

For more information, contact seminar coordinator
Linda Li at 415-522-3131 TTY (415) 522-3152 linda.li@eeoc.gov

QUESTIONS ABOUT REGISTRATION?

1.866.446.0940

TTY# 1.800.828.1120

eeoc.traininginstitute@eeoc.gov



Hotel Arrangements

Registrants are responsible for their own hotel arrangements

Dolcè Hayes

Conference Center

200 Edenvale Avenue
San Jose, CA 95136

\$144 per night

Reserve by

August 15, 2014

and mention

'EEOC Seminar'

Online

<http://bit.ly/EEOChotel>

Toll Free

(408) 362-2331

Local

(408) 226-3200

PAYMENT — \$349 Fee includes seminar, breakfast, lunch and refreshments at breaks, and an eight-volume EEO library on CD. **PAYMENT MUST ACCOMPANY REGISTRATION.** *EEOC Tax ID Number: 52-0812909*

GET A DISCOUNT PRICE of \$319 by: 1) registering on-line with a credit card or electronic check payment, or 2) registering early. Check or credit card payment information **must** be received 30 days before the seminar and credit card registrations received after **August 15, 2014** will be charged \$349. **NOTE:** All credit card charges will be listed as EEOC Training Institute on your statement.

PAYING BY GOVERNMENT PURCHASE ORDER *Please note: This type of payment is not eligible for the Early Bird discount.*

State and Local Government Registrants: In order to be confirmed: submit a copy of the purchase order, purchase order number, billing name, address and instructions, and agency tax ID number. For all POs, please provide the name, phone number and email of a contact person for questions regarding purchase order and payment. "Purchase order number" could also be a requisition or document number, as appropriate.

Federal Government Registrants: We only accept federal purchase orders over \$2,500. Please contact our customer service staff at 866.446.0940 or send an email to eeoc.traininginstitute@eeoc.gov for more information.

REGISTRATION — Register at www.eeotraining.eeoc.gov. Credit card and electronic bank check registrations will receive immediate confirmation. *EEOC Tax ID Number: 52-0812909*

You may also **MAIL** your registration application with payment to **EEOC TRAINING INSTITUTE, 6841 ELM ST #1092 MCLEAN, VA 22101** OR **FAX** your registration with payment to (518) 615-8422.

QUESTIONS ABOUT REGISTRATION? 1.866.446.0940;
TTY# 1.800.828.1120; eeoc.traininginstitute@eeoc.gov

CONFIRMATION — Registrants will receive written email or fax confirmation upon receipt of a complete registration application and payment. Space is limited, so register early, preferably at least 14 days prior to the seminar. Late registrations will be accepted on a space-available basis. Confirmation email should be brought to the event.

CANCELLATIONS, REFUNDS, NO SHOWS, WALKINS, TRANSFERS

Cancellations received more than 10 business days prior to the 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. Registrants are allowed one transfer to another 2014 seminar at no fee.

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

CREDITS: CA CLE and HRCI credit requested. The seminar also meets the yearly refresher training requirement for Federal agency EEO investigators.

2014 EEOC SAN JOSE SEMINAR AGENDA

8:00 AM	Registration and Continental Breakfast	DAY 1 – THURSDAY, September 11
8:30– 10:20 AM Opening Plenary	Welcome: EEO at 50 At the 50th anniversary of the Civil Right Act of 1964, how far have we come in terms of equality and opportunity in the workplace, and where do we need to go? Panelists examine EEOC strategic enforcement priorities, to help you stay ahead of the curve.	
10:30 AM– 12PM AM Workshop (select one)	ABCs of EEO A basic introduction to Federal EEO laws and the theories behind them. <i>(Level:Basic. Recommended with ABCs Applied)</i> Virginia Mellema, EEOC Administrative Judge Religion & the Workplace Explore the intersection between religious freedom and the workplace with recent cases concerning religious accommodation, conflict in values, and workforce diversity. Zahra Billoo, Council on American-Islamic Relations & Alan Reinach, Church State Council Employer Wiki Get employer perspectives on how to put theory into practice, as we discuss LGBT employment issues, family-friendly work policies, and reentry and hiring people with past criminal records. Moderated by Cindy O’Hara, EEOC Senior Trial Attorney	
12:00– 1:00 PM	LUNCH	
1:00– 4:00 PM PM Intensive Workshop (select one)	ABCs Applied How do I (1) plan and conduct interviews? (2) assess the credibility of testimonial evidence? (3) collect and analyze documentary evidence? (4) analyze models of proof, including employer defenses; (5) review evidence and draw conclusions? (6) write up my findings? <i>(Level:Basic. Recommended with ABCs of EEO)</i> Virginia Mellema, EEOC Administrative Judge. WORK LIFE LEAVE Navigate your obligations as an employer under state and federal laws concerning disability, pregnancy, caregiver, and domestic violence leave. Rachael Langston & Julia Parish, Legal Aid Society -Employment Law Center	
8:00 AM	Registration and Continental Breakfast	DAY 2 – FRIDAY, September 12
8:30– 10:20 AM Opening Plenary	Legal Updates What are the key EEO decisions and cases from the Supreme Court and Ninth Circuit? How do they affect my workplace? William Tamayo, EEOC Regional Attorney	
10:30 AM– 12PM AM Workshop (select one)	Harassment & Social Media: The New Workplace Frontier Examine recent harassment cases involving social media, how Facebook evidence is being used, and what employers can do to "rein in" employee social media use, without violating rights to protest working conditions, free speech, and privacy in light of recent NLRB and court decisions. Jane Kow, HR Consultants Retaliation: Are You Protected? What are the risks for company officials who report harassment or discrimination? Analyze recent retaliation decisions, including cases where HR or management staff were fired shortly after reporting discrimination complaints. William Tamayo, EEOC Regional Attorney Agency Update: EEOC, OFCCP & DFEH Get updates on new laws, guidance and other trending topics from our agencies. Compare and contrast responding to an OFCCP audit versus handling an inquiry from EEOC or DFEH.	
12:00– 1:00 PM	LUNCH	
1:00– 4:00 PM PM Intensive Workshop (select one)	Gray Matter Walking the technology tightrope ... caregivers and pregnant workers... ERISA missteps... accommodations that seem to stretch beyond reason... habitual complainers... Test your brain with scenarios like these, where liability and responsibility are not simply black and white. Linda Ordonio-Dixon, EEOC Senior Trial Attorney; Marcia Mitchell, EEOC Supervisory Trial Attorney; Ruth Silver Taube, Legal Aid Society -Employment Law Center / KGA Community Law Clinic Harassment Scenarios What is essential to stopping sexual and other types of workplace harassment? How can you nip problems in the bud? <i>This class meets the Calif. AB 1825 training requirement for supervisors.</i> Marianna Warmee, EEOC Administrative Judge	

REGISTRATION FORM

**3 WAYS
TO
REGISTER**

• **ON-LINE**

www.eeotraining.eeoc.gov

• **MAIL** EEOC TRAINING INSTITUTE

6841 ELM ST #1092

MCLEAN, VA 22101

• **FAX** to (518) 615-8422

Have you attended EEOC sponsored training in the last 5 years? Yes No

Employees at Your Facility:

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

Your Organization:

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

Your Position Category:

- Attorney
- EEO Director, Manager, Supervisor
- EEO Professional (Investigator, Counselor, Specialist)
- HR Director, Mgr, Supervisor
- HR Staff
- Mediator, ADR
- Other Manager, Supervisor
- President, CEO, Owner
- Union Representative
- Other _____

How did you learn about our seminar?

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

2014 EEOC SAN JOSE SEMINAR

- Enrollment for both **Days 1 & 2, Sept 11-12** **Event Code 14TSAN01**
- Enrollment for **Day 1 Thursday, September 11**
- Enrollment for **Day 2 Friday, September 12**

First Name _____ MI ____ Last Name _____

Title _____

Organization _____ Suborg _____

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, in order for you to attend this program? Yes No Describe accommodation requested or special diet needed

PAYMENT AMOUNT

One Day \$349 **Two Days** \$698

Online / Early Discount* **One Day** \$319 **Two Days** \$638

* **Discount** available for online credit card/electronic check payment registrations and for mailed check/faxed credit card payment registrations received by August 15, 2012.

PAYMENT TYPE

Credit Card MasterCard Visa American Express Discover

Account # _____ Expiration Date _____

Cardholder Name (please print) _____

Signature _____ Card Security Code _____

Cardholder Email address _____

Check Payable to EEOC Training Institute

State/Local Government Purchase Order (Attached) PO # _____

State and Local PO will be paid by Check Credit Card (provide information above)

Billing Organization Name & Address _____

Name/Phone #/Email of Billing Contact _____

We only accept federal purchase orders for over \$2,500. Please call us at 866.446.0940 or send an email to eeoc.traininginstitute@eeoc.gov for special registration form and procedures.

By registering for a Training Institute event, you agree to all applicable Institute policies.

**Please complete
one form
per attendee**

Person filling out this form (if different than registrant)

Name _____

Email _____

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