

PRESENTER BIOS

2013 EXCEL TRAINING CONFERENCE FEDERAL SECTOR

LAURA M. ALBORNOZ

Laura Albornoz was appointed in November 2009 as the Chief Administrative Judge of the Denver Field Office of the U.S. Merit Systems Protection Board, in Lakewood, Colorado. She supervises the adjudication of appeals from Federal employees and applicants working in the areas served by the Denver Field Office. Chief Judge Albornoz joined the Board as an Administrative Judge in the Western Regional Office in San Francisco, California, in 1992. She moved to the Denver Field Office in January 1999.

Prior to 1992, Chief Judge Albornoz served as an Assistant District Attorney, prosecuting felony criminal cases in Nueces County, Texas, and as a Federal judicial law clerk to U.S. Magistrate Judge Eduardo E. de Ases in the U.S. District Court for the Southern District of Texas. A native of Corpus Christi, Texas, Chief Judge Albornoz received her undergraduate degree in Political Science from Stanford University, in Palo Alto, California, in 1986. While at Stanford, she studied comparative law at Oxford University in Oxford, England. She received her law degree from the University of Texas School of Law in Austin, Texas, in 1989.

Chief Judge Albornoz is currently on the faculty of the Office of Personnel Management's Western Management Development Center in Aurora, Colorado.

ARLENE E. AUSTIN

Arlene is a lawyer with over 27 years of experience in the development and efficient management of EEO, Alternative Dispute Resolution, Reasonable Accommodation and Diversity Management programs. She is the civil rights and equal employment opportunity senior advisor to the Centers for Medicare & Medicaid Services (CMS) Administrator. She is responsible for civil rights compliance within the Medicare and Medicaid Services Programs (Title VI) and for securing the allocation of necessary funds and resources to ensure CMS remains in compliance with the U.S. Equal Employment Opportunity Commission's (EEOC) regulations and management directives on Federal sector affirmative employment programs and complaint resolution time frames and processes (Title VII).

Arlene led the development and implementation of the EEO Return on Investment (ROI) algorithm tool to determine the impact of employment discrimination at CMS. The algorithm computed the cost of each step of the EEO complaint process from the initial contact to its ultimate resolution. She used the results to impact budget calculations for resources and services. The algorithm has been endorsed by the U.S. Equal Employment Opportunity Commission (EEOC) and incorporated into the MicroPact Inc. iComplaints tracking system.

ANNE BACHLE FIFER

Anne Bachle Fifer of Grand Rapids, Michigan, is a mediator, facilitator, arbitrator, and mediation trainer. Her mediation experience includes business contracts, workplace disputes, and estates, as well as church-based conflicts integrating Christian principles into the mediation process. The first trainer approved by Michigan's State Court Administrative Office (SCAO) to conduct 40-hour general civil mediation trainings pursuant to Michigan's court rule on mediation, she is Michigan's most experienced general civil mediation trainer, and frequently conducts advanced mediation trainings, for EXCEL Conferences and elsewhere. She is a mediator, trainer, and mentor with Peacemaker Ministries, and is an active volunteer with the Dispute Resolution Center of West Michigan. She regularly serves on state court and state bar committees related to ADR in Michigan and facilitates meetings for various organizations. She served two terms on the ADR Section Council, edited its newsletter for several years, and received its 2011 Distinguished Service Award for contributions to the ADR profession. She is listed in the 2013 Edition of *Best Lawyers in America*.

LINDA CARTER BATISTE

Linda Carter Batiste, J.D., is a Principal Consultant with the Job Accommodation Network (JAN), specializing in the Americans with Disabilities Act and other disability related legislation. She has been with JAN since 1992 and is a member of JAN's management team. She has a law degree from West Virginia University and is a member of the West Virginia Bar, the American Bar Association, and the Order of the Coif.

JACQUELINE A. BERRIEN

Jacqueline A. Berrien was sworn in as Chair of the U.S. Equal Employment Opportunity Commission (EEOC) on April 7, 2010. President Barack Obama nominated Berrien on July 16, 2009, to a term ending July 1, 2014. In announcing her nomination, the President said that Berrien "has spent her entire career fighting to give voice to underrepresented communities and protect our most basic rights." She received a recess appointment to the position on March, 27, 2010, and was confirmed by the Senate for her full term on December 22, 2010. Chair Berrien came to the EEOC from the NAACP Legal Defense and Educational Fund (LDF), where she served as Associate Director-Counsel for five and a half years. In that position, she reported directly to the organization's President and Director-Counsel and assisted with the direction and implementation of LDF's national legal advocacy and scholarship programs.

From 2001 to 2004, Berrien was a Program Officer in the Governance and Civil Society Unit of the Ford Foundation's Peace and Social Justice Program, where she administered more than \$13 million in grants to promote greater political participation by underrepresented groups and remove barriers to civic engagement. During her

tenure with the Ford Foundation, Berrien also co-chaired the Funders' Committee for Civic Participation, a philanthropic affinity group affiliated with the Council on Foundations. Before joining the Ford Foundation, Berrien practiced civil rights law for more than 15 years. Between 1994 and 2001, she was an Assistant Counsel with LDF, where she coordinated all of LDF's work in the area of voting rights and political participation and represented voters in proceedings before the U.S. Supreme Court and federal and state appellate and trial courts. Between 1987 and 1994, Berrien worked as an attorney with the Voting Rights Project of the Lawyers' Committee for Civil Rights in Washington, D.C., and with the National Legal Department and Women's Rights Project of the American Civil Liberties Union in New York. She began her legal career in 1986, working as a law clerk to the Honorable U.W. Clemon, the first African-American U.S. District Court Judge in Birmingham, Ala. She has published several articles on race and gender discrimination issues and was appointed to the adjunct faculty of New York Law School in 1995. Berrien also taught trial advocacy at Harvard and Fordham law schools.

Chair Berrien is a graduate of Harvard Law School, where she served as a General Editor of the Harvard Civil Rights-Civil Liberties Law Review. She received her Bachelor of Arts degree with High Honors in Government from Oberlin College and also completed a major in English. In her junior year at Oberlin she received the Harry S. Truman Scholarship in recognition of her leadership potential and commitment to a career in public service. She is a native of Washington, D.C. and has lived in Brooklyn, NY, with her husband, Peter M. Williams since 1987.

TIMOTHY C. BLADEK

Mr. Bladek is an Attorney Advisor in EEOC's Office of Federal Operations (OFO), where he has served the Commission since 1999. An experienced presenter of a wide range of substantive areas of EEO law and practice, Mr. Bladek is currently the Outreach Coordinator for OFO's Federal Training and Outreach Division. Prior to his current assignment, he served as Attorney Advisor to the Director of Federal Sector Programs and as the Coordinator of OFO's "Relationship Management" program, a pilot venture to improve customer service and relationships between EEOC and federal agencies, and to help agencies achieve a model EEO program in the context of Management Directive 715. Mr. Bladek has also served as a writing attorney responsible for drafting EEOC appeals decisions in OFO's Appellate Review Program, and as a member and Acting Coordinator of OFO's Disability Taskforce. Prior to his work at the Commission, Mr. Bladek was an attorney at the Merit Systems Protection Board and in private practice, and received his J.D. from Georgetown University Law Center. Mr. Bladek is a member of the Bar in the District of Columbia and the State of Maryland.

DINAH F. B. COHEN

Dinah F. B. Cohen is the Director for the Department of Defense (DoD) Computer/Electronic Accommodations Program (CAP). Ms. Cohen works closely with

senior leadership throughout the Federal sector to ensure employees, beneficiaries, and members of the public with disabilities have equal access to Federal services and employment. Ms. Cohen also initiated a program to provide assistive technology and accommodation support to wounded Service members to aid in their rehabilitation and recovery process. Under Ms. Cohen's leadership, CAP received the Office of Personnel Management's 2008 President's Quality Award for Expanded E-Government. CAP has also received the 2006 Freedom to Compete Award from the Equal Employment Opportunity Commission. Additionally, in 2011 the CAP office received the Wounded Warrior Hiring and Support Award from the Navy. Ms. Cohen was the recipient of the 2009 Federal 100-Presidential Award for her role in management excellence. The Partnership for Public Service honored Ms. Cohen as the recipient of the 2007 Service to America Medal for her team's tremendous impact on employees with disabilities and wounded Service members.

Ms. Cohen is an international speaker on disability policy, reasonable accommodations, accessibility and information technology and its impact on employment of people with disabilities. She continues to serve on numerous interagency accessibility committees and conference groups. Ms. Cohen is a Certified Rehabilitation Counselor. She received her Master of Science degree in Counseling Psychology with a concentration in rehabilitation counseling from the State University of New York. She also holds a BS in Social Science/Elementary Education from Russell Sage College in Troy, New York and received their 2008 Women of Influence Award.

JOYCE DAVIS

As Director of Civil Rights for the Southwest Region, Aeronautical Center, and ATO Central Service Area, I am a senior manager in the FAA. I have oversight providing consultative services to managers in the FAA in all of the lines of business and staff offices. I manage a staff of employees whose skills range from conducting investigations and, MD 715 Assessments, compliance reviews, administrative inquiries, mediations, facilitations and negotiated settlements.

I have leadership responsibilities in executing policies and programs which prohibit discrimination in the workplace for the Air Traffic Organization of the Central Service Area (which comprises of n the U.S. Southwest Region, and the Mike Moroney Aeronautical Center. I have developed a keen perspective, understanding of the myriad of operational, legal, programmatic, and personnel issues that confront employers in ensuring a model workplace by compliance of the EEO regulations and agency policies.

I provide information and data to a congressionally mandated annual report on minority hiring and retention and other reporting requirements for FAA Air traffic Controller Workforce and other federal agency EEO programs.

I serve as a senior advisor to the Asst. Director of EEO and Diversity, regarding equality, metrics, data analysis, diversity and other related EEO matters.

EVE G. FRIEDLI

Eve G. Friedli has served as an Administrative Judge for the Equal Employment Opportunity Commission for the last eleven years. She began her career with the Commission in 1988, serving as an attorney in the Commission's legal department in Cleveland, Ohio. She also served in Miami, Florida, as a Supervisory Trial Attorney, an Acting Regional Attorney, and the Commission's lead attorney in its case against Publix Super Markets, Inc., which resulted in an \$81.5 million dollar settlement.

Prior to working for the Equal Employment Opportunity Commission, Administrative Judge Friedli was an associate at Benesch, Friedlander, Coplan and Aronoff, a large corporate law firm located in Cleveland, Ohio. She obtained her law degree in 1986 from Cleveland State University, where she was an editor for the Cleveland State Law Review and a research editor for the Journal of Law and Health. She graduated from the University of Tennessee, summa cum laude, with a B.A. in 1979.

GARY M. GILBERT

Gary M. Gilbert is an attorney, lecturer, author, consultant and mediator specializing in employment discrimination law. He is a former Chief Administrative Judge with the U.S. Equal Employment Opportunity Commission (EEOC, Commission) and the author of several text books, including "Compensatory Damages and Other Remedies in Federal Sector Employment Discrimination Cases" (now in its third edition), and "The Disability Deskbook" (a third edition will be published in August 2010) and the annual "Federal Sector EEO Update" (published with co-authors Jeff Goodfriend and Sam Vitaro). Mr. Gilbert is President of the Law Offices of Gary M. Gilbert & Associates, P.C. with offices in Silver Spring, MD and the west coast. Mr. Gilbert is a member of the bar in the states of Maryland and Florida, and is admitted to numerous courts.

TARA GILLAM

Tara Gillam has lent her leadership and human resources expertise to the federal government for over twenty-five years. Ms. Gillam most recently joined the Federal Highway Administration, Department of Transportation, as an Employee Relations Specialist in Colorado. Prior to joining DoT she was with NASA's John F. Kennedy Space Center in Florida, serving in multiple leadership roles including the Assistant Chief Counsel, and the Manager, Office of Diversity and Equal Opportunity where she championed diversity and inclusion. Ms. Gillam's early career experience included serving as a human resources specialist and manager with the National Institutes of Health (NIH) in Bethesda, Md. Ms. Gillam has received numerous awards for her technical expertise and leadership contributions. Ms. Gillam earned a Bachelor of Arts with a dual major in sociology and psychology from Regents College, University of the State of New York, and received her law degree from the Washington College of Law, American University, in Washington, D.C. Ms. Gillam is a member of the Florida State Bar Association and the National Association of Professional Women.

KITTY GRUBB

Kitty Grubb has been an attorney for 36 years, and was conferred her law degree *with honors*. Thereafter, she was conferred an LL.M. in Labor & Employment Law, along with a Graduate Law Certificate in Employee Benefits Law, both from Georgetown University Law Center. Kitty additionally was conferred an LL.M. in Litigation & Dispute Resolution from George Washington University Law School, along with having 16 hours at such Law School towards her 5th LL.M., an LL.M. in Environmental Law (subspecialty focus: Healthcare Law). She also was conferred an LL.M. in Taxation from New York University Law School, and an LL.M. in Securities Regulation *with distinction* from Georgetown University Law Center. It is reasonably believed Kitty is the only attorney in US history to be conferred all those LL.M.'s.

Among other professional activities, Kitty Grubb renders ADR services, consults, etc. She is a member, US FMCS Panel of Arbitrators, having additional training concerning the FLRA, and is a certified mediator in 3 States. Further, for over a decade, Kitty has been The Distinguished Visiting Professor of Medical Jurisprudence and Healthcare Law at a medical school. She has given about 500 *pro bono* lectures for continuing legal, or professional, education credit, including twice lecturing at the American Bar Association's (ABA's) highest level, at its National Institute, concerning Employment-Law topics. She has taught literally 100's of attorneys-mediators in the South. Kitty is on the US EEOC's (internal) RESOLVE Panel of Mediators, the US Postal Service's (internal) REDRESS SE Area Blue-Ribbon Panel of Mediators, etc.

Kitty was included in the *Tampa Bay Magazine's "Tampa Bay's Top Lawyers"* (Business Law category). *The Washington (D.C.) Times* named her "*Who's Who*" and as one of the "five employment-practice experts (names) you need in your Rolodex". Four years later, the National Patient Advocate Foundation cited her as "Most Outstanding Patient Advocacy and Healthcare Lawyer". She was 1 of only 23 professionals-members of the First International Conflict Resolution Delegation to South Africa. Kitty was conferred the: Eleanor Roosevelt Award; Annie P. Selwyn Award; Knoxville, TN YWCA Tribute to Women Award – Government Category (though not a governmental employee), as well as being nominated for other honors, such as the Rosa Parks Award.

Kitty Grubb is a long-time Florida County Election Voting-Precinct Supervisor-Clerk, and was featured in the *St. Pete Times* for her outstanding poll-worker services. Similarly, the Pinellas County Supervisor of Elections' Office featured and commended Kitty in its publication for "her innovative ideas and wholehearted commitment!" Further, in Fall, 2010, the precinct she supervises received a "hats off" tribute in the County Supervisor of Elections' newsletter for its handling with professionalism and "compassion" a critical voter-medical emergency.

Further, Kitty Grubb is a certified US Rowing assistant referee; she attended Julian Wolf Refereeing School (US Olympic Training Center (US OTC), and Advanced Refereeing School (US OTC HDQ's). Kitty was also featured in the *Seminole (FL) Beacon* concerning her refereeing experiences and training. In 2010, Kitty Grubb was specially commended in a rowing After-Action Report (released nationwide), as she "stood out in the execution of (her rowing refereeing) duties". In such regard, in the Evaluation, the Chief Referee wrote, "Kitty was superb as a chase ref under the worst condition I've

(Chief Referee) experienced (in 47 years in rowing.) (35 then-treated by EMT's, with 2 hospitalized)". "She had to pull a rower from a boat who was experiencing hypothermia". "Her efforts prevented a serious incident from becoming critical". Kitty is also a FHSA sports official - basketball referee, and football referee (electronic clock and scoreboard operator). In 2010, Pinellas Area Referees conferred her its "Above and Beyond" Award, the first and only time such Award has ever been bestowed. Additionally, Kitty refereed 13 USSSA Elite Invitational basketball games.

Kitty Grubb is also a certified Community Emergency Response Team (CERT) member, and a member of the: Medical Reserve Corps – Pinellas County; State of FL Medical Reserve Corps; State of FL Radiation Response Volunteer Corps (RRVC); American Red Cross; etc. She is fully "badged and deployable" concerning emergencies, with specialized training in bioterrorism, pandemics, radiation, etc.; she also has Field Investigator Response and Surveillance Training ("FIRST"). Kitty was on onsite in Bayou la Batre within 24 hours of Hurricane Katrina's striking, and was lauded in *Referee* magazine for her devoted and outstanding volunteer efforts there.

ERNEST HADLEY

Mr. Hadley is President of the Federal Employment Law Training Group, which provides employment law training for the federal government community. He is also an instructor for FELTG and a frequent speaker at federal sector conferences including EXCEL.

He is engaged in the private practice of law in Wellfleet, Massachusetts, and has been representing federal sector employees and agencies before the Equal Employment Opportunity Commission, the Merit Systems Protection Board, in arbitrations and in the federal courts for the past 28 years. He also serves as Of Counsel to Gary M. Gilbert & Associates in Silver Spring, Maryland. He is admitted to the bar in the District of Columbia and the Commonwealth of Massachusetts. Mr. Hadley is the author of several books on federal sector employment law including, *A Guide to Federal Sector Equal Employment Law and Practice, Representing Agencies and Complainants before the EEOC*; and *A Guide to Federal Sector Disability Discrimination Law and Practice*. He is also the co-author of *Sexual Harassment: Federal Law; Federal Sector Workers' Compensation Law; Motions Practice before the Merit Systems Protection Board and Equal Employment Opportunity Commission; The EEO Counselors' and Investigators' Manual*; and *Effective Summary Judgment Motions*. He is a graduate of Bates College in Lewiston, Maine, and Antioch School of Law in Washington, D.C.

CHARETTA T. HARRINGTON

Charetta T. Harrington is the Supervisory Administrative Judge at the Cleveland Field Office of the Equal Employment Opportunity Commission. Ms. Harrington is responsible for supervising Administrative Judges and support staff in the Hearings Unit.

Charetta Harrington has been employed at the EEOC since August, 1979. She began her career with the Commission as a paralegal specialist in the Legal unit working on a large, complex class action case. In November, 1979 she was promoted to an Administrative Judge position. She has been the Supervisory Administrative Judge since 1986. Ms. Harrington is a frequent speaker on behalf of the Commission to federal employees and managers on various topics related to civil rights. She is a Commission trainer for the 32 hour Basic EEO Counselor Course, the 8 hour Refresher EEO Counselor Course and other national courses. Prior to her work at the Commission, Ms. Harrington practiced family law as a private practitioner.

Ms. Harrington earned her Bachelor of Arts degree from Hampton Institute, Hampton, Virginia and her Juris Doctorate degree from the Cleveland Marshall College of Law, Cleveland, Ohio. She is admitted to the Bar in the state of Ohio and to the U.S. District Court, Northern District of Ohio. Ms. Harrington is a certified mediator having completed the National Judicial College's mediation course.

Charetta retired from the EEOC on June 1, 2013.

GAIL HARRIS

Raised in the ghettos of Newark, New Jersey, at the age of 5, Gail Harris saw a WWII themed movie called *Wing and a Prayer* starring Don Ameche. Mesmerized by a scene of the actor briefing Navy pilots before the climatic Battle of Midway scene, she decided that was what she'd do when she grew up. Unaware of the existence of a federal law which prohibited women from going into combat, one that would not be changed until 1994 she forged ahead with her dream. In 1973 she became the first woman in Naval History to serve as an Intelligence Officer in a Navy aviation squadron and at her retirement in December 2001 she was the highest ranking African American female in the Navy. Her career included hands-on leadership during every major conflict from the Cold War to El Salvador to Desert Storm to Kosovo and at the forefront of one of the Department of Defense's newest challenges, Cyber Warfare.

She was the first female or first African American for every job assignment and frequently hand selected for challenging jobs based on her outstanding performance. In August 1988 she was pulled from her Hawaiian assignment 18 months early and sent to South Korea to head up the Defense Department intelligence support for the 1988 Olympics; a task that involved extensive coordination with U.S. and South Korean military, intelligence and civil agencies. A Gulf War veteran, Captain Harris spent extensive time in the Middle East. Since her retirement she has worked in the Defense Industry as an Intelligence Subject matter expert. She was a contributing author to *Wake Up and Live Your Life with Passion* which reached number 4 on the Barnes and Noble best seller list. She's also had an essay "Reflections of a Retired Black Woman" published in *Lies and Limericks Inspirations from Ireland* in October 2006. Her memoir *A Woman's War* was published by Scarecrow Press January 2010. She writes a blog on National Defense topics for the Foreign Policy Association, the largest network of global affairs blogs online. A frequent guest on radio shows as defense expert, she hosts her

own weekly R&B show and is writing a Broadway musical. She lives in Durango, Colorado where she's living happily ever after.

Address: Second star to the right, then straight on till morning.

WESLEY EBY JOHNSON

E&P's Monroe, LA office was opened in 2010 by Wesley Eby Johnson who returned to Monroe with her husband Bruce and three children Emma Jane, Helen and Keith in 2005. Wesley focuses her practice in the area of preventive law advising clients in the areas of school law, employment law, and governance. In addition to representing schools and governmental entities, Wesley has many private business clients. She graduated from the University of Texas, School of Law and has been licensed to practice law in the state of Texas since 1999 and the state of Louisiana since October 2009.

Prior to entering law school, Mrs. Johnson was a teacher with the Austin Independent School District. Mrs. Johnson began her legal career practicing general school law with Schwartz & Eichelbaum where she was an associate from 1999-2002. She litigated for the State Board for Educator Certification (SBEC) as a member of the Professional Discipline Unit before joining Escamilla, Poneck & Cruz, L.L.P. in 2002. Additionally, Wesley served as legislative liaison in 2005 for the Texas Council of Administrators of Special Education (TCASE) hired by TCASE to draft legislation; provide bill summaries to members; and negotiate with representatives of other organizations regarding aspects of legislation relevant to special education law in Texas. She has been a member of the University of Texas, School Law Conference planning committee since 2005 and is currently working with Dr. Wayne Brumfield with the University of Louisiana at Monroe to create the First Annual ULM School Law Conference to be held in Monroe, Louisiana in April of 2012. In addition to her law degree, Mrs. Johnson also holds a Bachelor's Degree in Elementary Education from Louisiana Tech University and a Master's Degree in Special Education from the University of Texas at Austin. She is a member of both the Texas Association of School Boards Council of School Attorneys as well as the National School Board Association Council of School Attorneys. Wesley enjoys speaking on a broad array of legal topics and is available to speak to groups and organizations using an interactive and entertaining approach toward educating her audiences regarding legal compliance.

Her most recent presentations include: *Let's Get Technical, But Not Too Technical...Legal Issues Involving Electronic Record Keeping and Individual Health Plans for the Health Care Provider in the School Setting* (Texas Skyward User's Group Seminar, October 2008); *The Americans with Disabilities Act and Family Medical Leave Act Update 2008* (Texas Association of School Personnel Administrators); *Delegation of Duties, Documentation and Reporting; Medically Fragile Students and Other Special Education Issues; Confidentiality of Student Health Records, Adolescent Consent, Pregnancy, Drug Impaired, and Mental Health Issues* (Region I School Nurses Educational Conference, July 2008); *Legal Training for School Counselors* (San Antonio

Independent School District, 2008); *Preparing the Employee, Employer and Student for Immigration Enforcement Actions*, Co-Presenter with Loan T. Huynh, Frederickson and Byron, Minneapolis, MN (National School Board Association Council of School Attorneys, San Diego, CA, April 2009); *Education of the District's English Language Learner Population: Why We Do What We Do...From a Legal Perspective*, Longview Independent School District, August 11, 2009; *2009 Caselaw Update*, Longview Independent School District, August 11, 2009; *Preparing the School District for Immigration Enforcement Actions*, Co-Presenter with Larry Appel, Superintendent, Dumas Independent School District and Javier Solis, Garland ISD Hispanic Community Liaison (Texas Association of School Boards Annual Conference, Houston, TX, October 2, 2009); *Legal and Ethical Issues for School Counselors and Social Workers*, San Antonio Independent School District, October 26, 2009; *Section 504...What's The Same...What's Different...And What You Need to Know*, Zapata County Independent School District and United Independent School District, March 9, 2010; *FMLA: New Regulations One Year Later*, (author) University of Texas School Law Conference, February 2010; *Sexual Orientation Issues in the Public Sector: Law and Ethics for the Educator*, University of Louisiana at Monroe Featured Speaker: Diversity Forum March 16, 2011; *Is it Legal or Even Ethical? Law and Ethics for the Counselor*, Louisiana Counseling Association, Co-Presenter with Dr. Amy Yates, Louisiana Tech University, September 20, 2011. *Law Conference and Legal Updates for Student Support Services Personnel*, Region XX Texas, November 7, 2011. *Family Education Rights and Privacy Act (FERPA) Update for School Administrators*, San Antonio Independent School District, December 2011. *Medical Issues Facing Louisiana's Public Schools: What are School Nurses, Teachers and Administrators to Do?*, ULM School Law Conference, April 30, 2012. *Legal Issues in the Classroom*, Association of Professional Educators of Louisiana Annual Conference, Baton Rouge, Louisiana, July 2012. *Title IX Staff Training and Title IX Appeals Committee Training*, University of Louisiana at Monroe, August 2012. *Job Descriptions that Withstand Scrutiny Under Legal Fire*, National School Board Association (NSBA) School Law Practice Seminar, October 12, 2012; Texas Association of School Administrators/Texas Association of School Boards Annual Conference, September, 2012. *Custody Issues in the Classroom*, Region XX, San Antonio, Texas, November 2012. *Legal Lagniappe for School Administrators*, Region XX, San Antonio, Texas, November 2012. *Bullying Panel Discussion*, Louisiana Tech University, February 2013. *Loyola Law Symposium Speaker*, Special Education Law, March 2013. *Special Education Legal Presentation*, Northeast Louisiana Children's Coalition, What Works Conference, March 2013. *Special Education for the Regular Educator*, Association of Professional Educators of Louisiana, Monroe, February 2013; Alexandria, May, 2013.____

JOSEPH V. KAPLAN

Joseph V. Kaplan, a founding principal of **Passman & Kaplan, P.C.**, received his undergraduate degree from the Pennsylvania State University in 1975, and his Juris Doctor in 1978 from Gonzaga University. In 1979, Mr. Kaplan received a Master of Laws, LL.M. from the George Washington University National Law Center, specializing in Labor and Employment Law. Joe concentrates his practice in the areas of

employment, labor, and discrimination law. While primarily representing Federal and D.C. Government employees and labor unions of the Federal and District of Columbia Governments, he also represents private sector employees. Mr. Kaplan's practice involves litigation in the U.S. Courts of Appeals, the U.S. District Courts, the U.S. Court of Federal Claims, the D.C. Court of Appeals and the D.C. Superior Court, and such administrative agencies as the U.S. Merit Systems Protection Board (MSPB), the Federal Labor Relations Authority (FLRA), the U.S. Equal Employment Opportunity Commission (EEOC). In addition to practicing law, Joe is a frequent lecturer at professional seminars concerning various labor and employment law topics. He was twice elected as the National President of the Society of Federal Labor and Employee Relations Professionals (SFLERP) and is active in NELA's Federal Employees Task Forces. Moreover, Joe is the lead editor and co-author of the Federal Employees Legal Survival Guide, and is co-author of Litigating Federal Sector Employee and Labor Disputes: A Practitioner's Handbook by Dewey Publications. In 2008 Joe was selected to be a Fellow of The College of Labor and Employment Lawyers, Inc., and current serves on the adjunct faculty of American University's School of Public Affairs teaching courses in legal issues in public administration.

JOEL KRAVETZ

Joel Kravetz became the Civil Rights Program Manager at the Nuclear Regulatory Commission (NRC) in January of 2013. In this role, Mr. Kravetz manages the NRC's Civil Rights Program to ensure that counseling, alternative dispute resolution, investigations and other related processes are timely and properly handled. Mr. Kravetz also develops policies, provides guidance and advice to the Director, and conducts internal and external training on a wide variety of EEO related topics. Prior to joining NRC, Mr. Kravetz served a dual role as a Supervisory Administrative Judge in the EEOC's Washington Field Office and as one of the Commission's Acting National Hearings Coordinators. Mr. Kravetz first joined EEOC in the summer of 1997 as an Attorney-Advisor in the Office of Federal Operations (OFO) drafting decisions and assisting the Director of OFO with developing and delivering outreach and training. He helped develop the New and Continuing EEO Counselor Training courses and the course on the revisions to the 1614 Regulations. In 2001, Mr. Kravetz became an Administrative Judge in the Commission's Washington Field Office. In 2003, Mr. Kravetz was detailed to the United States Attorney's Office in Washington, D.C., where he served as an Assistant United States Attorney prosecuting criminal cases in D.C. Superior Court. Prior to joining the EEOC, he was employed as an in-house labor and employment attorney at a Fortune 500 company and volunteered as an attorney and mediator at the Massachusetts Commission Against Discrimination. He has also worked in human resources for six years at an International Publisher and International Software Company. Mr. Kravetz received his B.A. in International Studies at the College of William and Mary, his J.D. *cum laude* from Suffolk University Law School's Evening Division, and a Master of Laws degree in Labor and Employment Law, *with distinction*, at Georgetown University Law Center. In the Spring of 2002, Mr. Kravetz published an article in the University of Pennsylvania's Journal of Labor and Employment law entitled: *Deterrence v. Material Harm: Finding the Appropriate*

Standard to Define an “Adverse Action” in Retaliation Claims Brought Under the Applicable Equal Employment Opportunity Statutes.

SHANNON LEARY

Shannon C. Leary practices employment law, with a focus on federal sector EEO law, with the Silver Spring, MD law firm of The Law Offices of Gary M. Gilbert & Associates. She graduated *cum laude* from American University’s Washington College of Law, where she served as the Senior Staff Editor for The Modern American, a publication dedicated to diversity and the law. Ms. Leary represents employees and federal agencies in cases involving claims of employment discrimination before the Equal Employment Opportunity Commission and Merit Systems Protection Board and in U.S. District Courts. Ms. Leary recently authored the article, “A Guideline to the Federal Sector Equal Employment Opportunity Administrative Process,” in the Spring 2013 Edition of Trial Reporter, Journal of the Maryland Association for Justice.

LILLY LEDBETTER

Lilly Ledbetter had a story to tell. In fact you have already heard it. They’ve been telling it in Congress, in the Supreme Court, in corporate boardrooms, in newspapers and on televisions across the nation. It has been said, at least one book or movie is being considered to retell her story. In 1979, Ledbetter took a job at the Goodyear Tire & Rubber Company plant in Gadsden, Alabama. At the Beginning of her career there, despite being the only woman in her position, Ledbetter was given the same starting salary as her male colleagues. Over the next 19 years she not only gained new skills and experience in her supervisory role, she also helped train a number of new hires, all men. In 1996 she received a “Top Performer” award for her contribution to the company.

In March 1998, Ledbetter inquired into the possible sexual discrimination of the Goodyear Tire Company. In July she filed formal charges with the Equal Employment Opportunity commission. In November 1998, after early retirement, Ledbetter sued claiming pay discrimination under Title VII of the Civil Rights Act of 1964 and the Equal Pay Act of 1963. She started with the same pay but by retirement, she was earning \$3,727 per month compared to 15 men who earned from \$4,286. Per month (lowest paid man) to \$5,236. Per month (highest paid man). The Supreme Court did not rule on whether this was discrimination, just the statute of limitations to sue.

Ledbetter v. Goodyear Tire & Rubber Co., 550 U.S. 618 (2007), is an employment discrimination decision of the Supreme Court of the United States. Justice Alito held for the five-justice majority that employers cannot be sued under Title VII of the Civil rights Act over race or gender pay discrimination if the claims are based on decisions made by the employer 180 days ago or more. The decision did not prevent plaintiffs from suing under other laws, like the Equal Pay Act, which has a three-year deadline for most sex discrimination claims or 42 U.S. C. 1981, which has a four-year deadline for suing over race discrimination.

This was a case of statutory rather than constitutional interpretation. The plaintiff in this case, Lilly Ledbetter, characterized her situation as one where “disparate pay is received during the statutory limitations period, but is the result of intentionally discriminatory, pay decisions that occurred outside the limitations period.”

In rejecting Ledbetter’s appeal, the Supreme court said that “she could have, and should have sued” when the pay decisions were made instead of waiting beyond the 180 -day statutory charging period. The court did leave open the possibility that a plaintiff could sue beyond the 180 day if she did not and could not, have discovered the discrimination earlier. The effect of the Court’s holding was reversed by the passage of the Lilly Ledbetter Fair Pay Act in 2009. President Obama signed the Lilly Ledbetter Fair Pay Act into law on January 29, 2009.

In May 2010 CUNY School of Law presented, Ms. Lilly Ledbetter an Honorary Doctor of Law degree.

On September 30, 2011 Ms. Ledbetter was inducted into the National Women’s Hall of Fame 2011. She was one of eleven American women who have made valuable and enduring contributions to the nation.

DEBRA BLACK LEO

Debra B. Leo is the Alternative Dispute Resolution (ADR) supervisor and expert mediator for Alabama and Mississippi. Debra contracts with and provides technical expertise to private mediators. She develops, designs, and delivers training modules on basic and advanced mediation skills for the federal government on a national basis and gives presentations and training on various areas of employment law. She also mediates complex cases involving all issues of employment law.

Debra services on the Alabama Supreme Court Commission on ADR (past Chairman), she is President of Alabama Academy of Attorney Mediators and has served as an adjunct professor at Birmingham School of Law. She is on the FINRA Panel of Neutrals, the Better Business Bureau’s Panel of Neutrals, and is on the Alabama Supreme Court’s roster of mediators and arbitrators. Ms. Leo has over 30 years of experience with EEOC and has served in the capacities of enforcement supervisor, charge receipt supervisor, enforcement investigator, systemic investigator, and management information specialist. She has received the Chair’s Silver Excellence in Leadership Award, and is four- time recipient of the Chair’s Organizational Performance Award, as well as numerous recognitions by professional organizations. She was named Arbitrator of the Year by the BBB in 2006.

She received a Bachelor of Science Degree in Mechanical Engineer, Tau Beta Pi, from the University of Alabama in Birmingham and a Juris Doctorate Degree from Birmingham School of Law. She was admitted to the Alabama State Bar in 1998.

WILL LUCERO

Will Lucero is a Certified Human Resource Professional (PHR) with over 30 years of proven management, training, and Human Resource experience. He is a member of the Society for Human Resource Management and the Colorado Human Resource Association. Will dedicated 29 years to Albertsons, starting with the company while attending high school and continuing on after college. The majority of Will's career with Albertsons was spent in management, specifically 13 years as Store Director. Will was Division Trainer for the Career Advancement Program (CAP), and Mentor for the Accelerated Management Program. A high point in Will's career with Albertsons was the five years his store was the designated "flagship" store, which allowed him to work closely with merchandising teams and with executives from many different companies. Since leaving Albertsons in 2007, Will served as Director of Training for a company which provided service to large distribution centers across the country. More recently, Will served as Area Manager for Sears Home Improvement Products - Marketing Division. Will was responsible for marketing operations, full cycle on-boarding, training, and Human Resource functions in six states between Iowa and California. During this time, Will achieved the highest distinctions, such as "Most Productive Area Manager in the Western US; the Best in Class Area Manager in turnover, profit, and productivity in the Western US; and consistently in the top three (3) Best Area Managers in the US.

Recently, Will has been consulting and recruiting for companies in the call center, manufacturing, insurance, and chemical production industries for the past five (5) years, and enjoys working with all industries. Will presented at the World Alliance for Retail Excellence conference in Scottsdale, AZ, discussing the Changing Demographic of the Labor Force. Will has also been selected to present at the 2013 EEOC Excel Conference, on the subject "Management - is it style, or is it harassment". In 2011, Will partnered with Jeni Betts to create Proactive Human Resource Services, LLC (PHRS). PHRS is a full service Human Resource consultancy, specializing in recruitment, training, and EEOC compliance. PHRS' approach is to provide proactive solutions to real world scenarios.

JOHN MAHONEY

John Mahoney, Esq. is a Partner with the law firm of TULLY RINCKEY, PLLC and Chair of the firm's Labor & Employment Law Practice Group, which includes the firm's National Security Law practice area. John concentrates his practice in federal sector employment, labor, and national security law. He is rated as a "Preeminent AV Rated Lawyer™" and is registered by Martindale-Hubbell® in the 2013 Bar Registry of Preeminent Lawyers™. John provides representation to federal employees, agencies, unions, contractors, and employee associations in federal sector employment, labor, and national security law matters throughout the country and around the world. He has over 20 years of experience effectively representing the federal sector community and has served as an expert witness on federal employment law. He recently served on the U.S. Merit Systems Protection Board's (MSPB) stakeholder working group that substantially revised the Board's regulations at 5 C.F.R. Part 1201.

John has represented clients before some of the highest courts in the country, including the U.S. Supreme Court, as well as before such federal agencies as the Equal Employment Opportunity Commission, the MSPB, the Federal Labor Relations Authority, the Office of Special Counsel, the Office of Personnel Management, and the Defense Office of Hearings and Appeals (DOHA). In one victory before the United States Court of Appeals for the Federal Circuit, John successfully argued an appeal of first impression resulting in the creation of new due process rights for a class of disabled federal employees and the reversal of several MSPB decisions and an OPM regulation. See *VanWersch v. Department of Health and Human Servs.*, 197 F.3d 1144 (Fed. Cir. 1999). John has served as the vice chair (ES IV) and as an administrative judge for the U.S. Government Accountability Office's (GAO) Personnel Appeals Board (PAB). He has also served as general counsel to various unions, outside counsel to various corporations, as senior associate to the general counsel of the Senior Executives Association (SEA), as well as a member of the AFL-CIO's national Lawyers Coordinating Committee.

John received the highest attorney **AV® Preeminent™ Peer Review Rating** from the **Martindale- Hubbell®** National attorney rating service, meaning he is considered by the Washington, D.C. legal community to be a lawyer with “preeminent legal ability; expertise, experience, integrity and overall professional excellence” and that he “clearly demonstrates the highest professional and ethical standards.” He has also achieved a **“Superb 10.0 Avvo Rating.”** John has been a member of the American Bar Association (ABA), the Metropolitan Washington Employment Lawyers Association (MWELA), and is a current member of the Bar of the Supreme Court of the United States. He is admitted to practice law in the District of Columbia and the State of Maryland. John was elected to serve as the D.C. Bar's Labor and Employment Law Section Co-Chair, which under his leadership was named “Best Section of the D.C. Bar.” In 1999, John served on the EEOC's Working Group that revised the Commission's federal sector regulations at 29 C.F.R. Part 1614. Subsequently, he was elected to serve as the Chair of the D.C. Bar's Council on Sections, in which position he oversaw the development of continuing legal education and community outreach programs. As a former candidate for the Maryland State Senate, member of the Executive Committee of the Maryland Democratic Party, and as the former Young Democrats President of Maryland, John has worked with several high profile political leaders in the Metropolitan Washington, D.C. area. In 2004, John had the honor of addressing the Maryland Delegation at the Democratic National Convention, where he had the pleasure of meeting for the first time Barack Obama, President of the United States.

Prior to joining **TULLY RINCKEY PLLC**, John was a founding partner and the Director of Litigation at MAHONEY & MAHONEY, LLP, at that time another leading, AV®Rated Washington, D.C. federal employment law firm. He is also a published author and frequent public speaker on federal labor and employment law issues. His recent article, **“What Rights to Privacy Do Federal Employees Have?”** was published in THE NATIONAL LAW JOURNAL (Jan. 2011). John also co-authored nine chapters of the 1st Edition of the book “THE FEDERAL EMPLOYEE'S LEGAL SURVIVAL GUIDE”. John earned his

Juris Doctorate from the Catholic University of America's Columbus School of Law in 1993. While there, he was chosen as an Editor of the Year of THE CATHOLIC UNIVERSITY LAW REVIEW. In 1990, John obtained his bachelor's degree with honors from Assumption College in his hometown of Worcester, Massachusetts, where he co-founded the college's Law Society. In over 20 years of practice, John has effectively represented thousands of federal employees in EEO complaints, as well as EEOC cases and appeals. He has won cases before the EEOC in which his federal employee clients have received hundreds of thousands of dollars in backpay, benefits, interest, compensatory damages, and attorneys' fees, in addition to equitable relief including the reversal of termination decisions and the award of retroactive promotion to the Senior Executive Service. He has successfully negotiated thousands of settlements in federal sector EEO cases, including a recent settlement awarding his disabled federal employee client retroactive reinstatement to a Criminal Investigator, GS-1811-14, position and awards of \$275,000 in compensatory damages, over \$193,000 in attorneys' fees, and backpay, benefits, and interest in excess of \$250,000. For the purposes of his 2013 EEOC Excel Presentation on EEOC sanctions awards, John has successfully litigated and/or negotiated settlements in numerous EEOC sanctions cases, including obtaining a default judgment sanction, which resulted in full relief for a federal employee in a then-novel race and national origin by association and "regarded as" disability discrimination case that resulted in the reversal of a termination decision. See *Johnson v. Johanns, Sec'y, USDA*, EEOC Case No. 520-2006-00120X, Agency No. FSA 2005-00711 (EEOC New York District Office, Boston Area Office, Sanctions Order Issued Jan. 22, 2007).

JULIO L. MATTA

Mr. Julio L. Matta is the founder of Julio Matta & Associates, a Management Consulting company specializing in HR, EEO and the development of Conflict Resolution programs. During his 35 years of Federal civil service, Mr. Matta provided professional expert guidance, while serving a Federal Investigator and Mediator for the EEOC, EEO Officer and Human Resources Manager for the Headquarters, United States Marine Corps, the Pentagon; Deputy Chief of Internal Enforcement for the Civil Rights Center, U.S. Department of Labor, and Director of Civil Rights for the U. S. Merit Systems Protection Board. Currently, as a professional consultant, Mr. Matta provides new and progressive ideas on reducing the cost of organizational conflict through cost effective mediation programs. Mr. Matta is a Veteran; a Certified Professional Trainer in Managing Workplace Conflict, and other HR/EEO training. Mr. Matta has a Bachelor's Degree in Legal Studies, and an MBA in Human Resources Management.

BONNI MCCLURE

Bonni McClure has 20 years of management expertise, including diversity and equal opportunity management. She is Chief Administrative Officer for NASA Kennedy Space Center's Engineering Directorate and was previously the KSC Diversity Program Manager. In that role, Bonni developed and conducted informational programs to

expand employee understanding of the benefits of leveraging diversity to achieve the NASA/KSC mission. Prior to joining NASA in 2004, Bonni worked for private organizations, Fortune 100 firms and government contractors in a variety of human resource leadership roles. Bonni has presented to several organizations, government and private sector, on the subject of diversity and inclusion. Bonni is certified by the Society of Human Resource Management (SHRM) as a Senior HR Professional; and is a Certified Compensation Professional designated by World at Work, a national professional compensation and rewards association. Bonni is active in the professional community and has served in a number of association roles, including as the president of the Space Coast HR Association. She has a master's degree in HR Management and is completing her doctorate in human resources development. Bonni is also an alumnus of University of Central Florida (UCF) and of the UCF SHRM student chapter.

KATHLEEN MULLIGAN

Kathleen Mulligan is an Administrative Judge with the Los Angeles District Office of the United States Equal Employment Opportunity Commission (EEOC). She is responsible for deciding cases brought by federal employees against federal agencies, including the Departments of Justice, Homeland Security, Navy, Army, Air Force, Treasury, Interior, the Veterans Administration, NASA, and the U.S. Postal Service, in which civilian employees allege unlawful employment discrimination based on race, sex, age, national origin, religion, color, disability, genetic information and /or reprisal. Her jurisdiction includes Korea, Japan, Saipan, Guam, Hawaii, Nevada and most of California. Judge Mulligan presides over pre-trial proceedings [including ruling on discovery motions, motions to dismiss and motions for summary judgment], conducts settlement conferences and evidentiary hearings; determines liability and damages (including compensatory damages and attorneys' fees) and declaratory and injunctive relief.

Since 2010, Judge Mulligan has been a member of the Executive Committee of the American Bar Association's Judicial Division, National Conference of the Administrative Law Judiciary (NCALJ), one of six Conferences within the Judicial Division based on court jurisdiction and specialization. She was president of the EEOC Administrative Judges Association 2010-2012, and Chair of the Administrative Judges Committee of the National Association of Women Judges in 2010-11.

In 2000, Judge Mulligan was elected by her colleagues from all areas of the practice of employment law (management, union, plaintiff, and neutral), as a Fellow of the College of Labor and Employment Lawyers, based on her expertise, leadership and over twenty years of practice "in accordance with the highest ethical and professional standards". Her Martindale- Hubbell rating from 1996 to the present has been AV+, "Highest in Legal Ability and Ethics". From 1989-1999, Ms. Mulligan represented employers in a full range of employment matters (including federal and state jury trials, administrative claims, employment discrimination statutory claims, common law tort claims, Foreign Corrupt Practices Act and False Claims Act cases, and internal corporate investigations) as special counsel and then as an equity partner with the firm of Gardner, Carton and Douglas, one of the ten (10) largest firms in Chicago, now merged

with Drinker, Biddle. Prior to joining that firm, she had been a supervisory trial attorney for the EEOC's Chicago District Office, where she successfully prosecuted many cases in U. S. district courts, resolving most pre-trial and winning every case she tried in her last 9 years representing the government. She has also been an AFGE union steward. Judge Mulligan developed an expertise in litigating class actions under federal employment law, representing both plaintiffs and defendants, and as a judge, has managed litigation of class actions and other complex cases to bring about prompt and appropriate resolutions.

Since becoming an EEOC administrative judge, she has completed the Los Angeles County Bar Association [LACBA] course on Mediation Principles and Practice [30 hours], Pepperdine University's Los Angeles Superior Court Mediation Course [40 hours], and the Alliance for Dispute Resolution [ADR] course on Mediation of Employment Cases [40 hours]. She also served as a faculty member for substantive and procedural law for the ADR course. Judge Mulligan is the author of numerous publications, including the initial chapter on "Violence in the Workplace" in *Employment Termination: Rights and Remedies*, BNA and American Bar Association (2004 edition). She has been invited to speak to numerous professional and business groups and served as a faculty member for trial advocacy courses on sexual harassment presented by the ABA's National Institute on Sexual Harassment in Washington, D.C. [1999] and the Chicago Bar Association [1991].

Judge Mulligan graduated with honors from the University of Wisconsin (Madison) Law School and is a member of the Illinois and California Bars.

AUDREY OATIS-NEWSOME

Ms. Audrey Oatis-Newsome is the Department of Veterans Affairs-Veterans Health Administration (VHA) Director, Equal Employment Opportunity/Affirmative Employment Office. She was appointed to this position in April 2008. Ms. Oatis-Newsome previously served as an EEO Manager at the Veterans Health Administration Workforce Management and Consulting Office. Ms. Oatis-Newsome serves on various national committees which include: VHA Workforce Strategic and Succession Planning Committee, Healthcare Retention and Recruitment Office Advisory Committee, EEO National Training Program for Managers and Supervisors, and various VA Office of Diversity and Inclusion Committees. Among many national responsibilities, she implemented and chaired the VHA's National Special Emphasis Program Advisory Committee and the Diversity and EEO Training Committee (Employee Education Service Nuts and Bolts of Supervisory Training). As an EEO subject matter expert, she provides EEO related advice to the Under Secretary for Health, Chief Officers, Veterans Integrated Services Network Directors and other Senior Executives within the Administration.

Ms. Oatis-Newsome has developed and facilitated national training on Special Emphasis Programs, Developing a Model EEO Program, The Prevention of Sexual Harassment, the EEO Complaint Process, and many other EEO related topics. She

has received the Department of Veterans Affairs Secretary's EEO Award, the Atlanta Federal Executive Board EEO Awards, Secretary's Taskforce on the Employment of Women Recognition, and numerous other national commendations. Ms. Oatis-Newsome has over twenty years of VA experience. She initially started with the VA as a Graduate Social Work Intern at the VA Medical Center (VAMC), Jackson, MS. She later served as a Clinical Social Worker within the Administration for 10 years. Her EEO career began at the VAMC, Atlanta, GA and she later served as the EEO Program Manager at the Washington VAMC. Ms. Oatis-Newsome has served as an EEO Investigator, EEO Counselor, and as a member of the Federal Women's Program.

Ms. Oatis-Newsome is a graduate of the University of Southern Mississippi where she obtained a Bachelor of Science in Sociology and a Master of Social Work.

AMY OPPENHEIMER

Amy Oppenheimer is an attorney with over 30 years experience working in the field of employment law, emphasizing preventing and responding to workplace harassment and discrimination. She is also a retired Administrative Law Judge. An expert in investigations of workplace discrimination, harassment and misconduct, Amy is the co-author of *Investigating Workplace Harassment, How to be Fair, Thorough and Legal*, published in 2003 by Society of Human Resource Practice (SHRM).

Amy is the founder and past-president of the board of the Association of Workplace Investigators (AWI) and is on the executive committee of the Labor and Employment Section of the State Bar of California. She has qualified as an expert witness, in state and federal court, on preventing and responding to workplace harassment and on workplace investigations and has trained employers throughout the country in preventing and investigating workplace harassment, discrimination and retaliation.

JENNIFER ORTIZ

Jennifer Ortiz is a Supervisory Attorney and Program Manager for the Equal Employment Opportunity Commission's (EEOC) ADR program in the Houston District Office. She mediates private sector employment discrimination disputes and oversees the ADR/Mediation program for both Houston and New Orleans. Prior to joining the EEOC in 2010, Ms. Ortiz served as a Commissioner with the U.S. Federal Mediation & Conciliation Service (FMCS) in the Office of International & Dispute Resolution Services. Ms. Ortiz began her career in government as a Presidential Management Fellow for the U.S. Department of Labor, Civil Rights Center, where she counseled and conducted investigations of employment discrimination for claims filed at the state and federal level, and on behalf of federal government workers. For FMCS, Ms. Ortiz served as a Federal Mediator for Labor and Alternative Dispute Resolution (ADR) cases, with an emphasis on EEO – Workplace Disputes. In addition to mediation, Ms. Ortiz was responsible for program development and management, which included consultation, systems design, conflict training and mediation/facilitation for both domestic ADR programs and International clients. She has served as the lead mediator

for numerous EEO mediations for Federal ADR programs with the Department of Homeland Security (formerly INS), NASA, EEOC, FBI, HHS, MSPB, and the U.S. Office of Administrative Courts. Ms. Ortiz has conducted numerous workshops and training programs on improving workplace relations and conflict management design & delivery. Clients include the US Small Business Administration, the U.S. Census Bureau, the Department of Interior, Veterans Affairs Administration, and Health and Human Service to name a few. Her international work includes projects with the 21 pacific-rim economies of the Asian Pacific Economic Cooperation (APEC), the International Labor Affairs Bureau of the U.S. Department of Labor, and work with the U.S. Embassy in Bridgetown, Barbados, the U.S. Embassy in Belgrade, Serbia and mediation training in Beijing and Shenyang, China in 2009.

Ms. Ortiz received her B.A. at the University of Southern California in International Relations with a minor in Environmental Studies and her J.D. from Vermont Law School. She was born and raised in Houston, Texas and happy to return to work in her home state.

LAUREL KIORPES PARKER

Laurel Kiorpes Parker is the EEO Consultant, Workforce Policy and Labor Relations at Cornell University, and serves as the implementation lead for the Just-in-Time Toolkit at Cornell. She is also involved in Title IX and broader anti-discrimination and harassment efforts and other diversity and inclusion initiatives such as Respect at Cornell, leading the employment team under the university disability strategic plan and serving as a certified trainer with the ADA Training Network at Cornell's Employment and Disability Institute.

JAIME PHILLIPS

Dr. Jaime Phillips has worked for the New Mexico Dept. of Workforce Solutions, Human Rights Bureau for over seven years, first as an Investigator of alleged discrimination in violation of the New Mexico Human Rights Act and applicable laws enforced by the EEOC, and currently as an Administrative Law Judge presiding as Hearing Officer over administrative hearings of the Human Rights Commission. She frequently presents educational sessions on topics related to equal employment opportunity and to discrimination based on sexual orientation and gender identity specifically. She holds a doctorate in Sociology from the University of Nevada, Las Vegas, specializing in critical and feminist analyses of sex, gender and sexuality.

FRANCIS A. POLITO

Fran Polito has been an Administrative Judge in the Commission's Philadelphia District Office since January of 1999. Since July of 2009, he has served as the Chief Administrative Judge for the Philadelphia District and supervises twelve administrative judges. Fran is also the former president of the EEOC Administrative Judges

Association. Prior to joining the Philadelphia office, Fran spent six years as an attorney in the Commission's Legal Services Division of the Office of Legal Counsel. Before joining the EEOC in 1992, he practiced law in New Jersey, handling primarily employment discrimination claims in the private sector.

Fran received his J.D. Degree from the Howard University School of Law in 1986, where he was a member of the Howard Law Journal staff. Fran received a B.A. from Moravian College in 1980.

Fran is President of the Kiwanis Club of Jackson, New Jersey, an organization that serves the needs of children around the world.

TRACEY P. ROBINSON

Ms. Robinson is a licensed attorney with more than 18 years of employment law compliance, training design and delivery, and investigations experience for both public and private sector clients throughout the country. She has trained over 50,000 public and private sector supervisory and non-supervisory employees nationwide at all levels of an organization in the area of discrimination and harassment prevention, compliance with EEO laws, handling ADA accommodation requests, diversity, ethics, workplace violence prevention, customer service skills, strengthening leadership skills and other topics.

Ms. Robinson also currently provides contract Administrative Judge services for the EEOC's Office of Federal Operations (OFO), and Hearing Officer services to other federal and state agencies. Additionally, she is a certified federal sector EEO investigator, Final Agency Decision (FAD) writer, trained mediator, a former federal civil rights attorney for the U.S. Department of Education, and has in the past been employed as an attorney for employment litigation firms.

At this time, Ms. Robinson provides her consultant services as the Owner and Principal Consultant of HR Solutions & Services, LLC, and she has been invited to speak at numerous conferences around the country on EEO compliance and leadership issues.

HANNAH RUDSTAM

Hannah Rudstam, Ph.D. has had both national and international experience working with a variety of workplace inclusion issues. In Sweden, she worked as a program planner and evaluator at the Royal Adult Learning Academy. Back in the U.S., she became a Senior Research Scientist at the University of Wisconsin, researching a state-wide health risk prevention program in Wisconsin. In New York State, she took a position as a Senior Organizational Development Consultant at United Technologies, designing tools for hiring, performance management, turn-over prevention and employee development systems. Seven years ago, she took a position as Senior Extension Faculty with the Northeast ADA Center of the Employment and Disability Institute at Cornell University in Ithaca, NY. In this role, she has designed and implemented programs on a broad range of topics related to diversity, ADA legal compliance, disability and employment.

MARLIN D. SCHREFFLER

Marlin D. Schreffler is an Administrative Judge in the Baltimore Field Office of the Equal Employment Opportunity Commission. He began his employment as an Administrative Judge with the Equal Employment Opportunity Commission in 1987. He has been the Supervisory Administrative Judge since February 2004.

Prior to his years with the Equal Employment Opportunity Commission, Mr. Schreffler served as a Supervisory Staff Attorney with the Office of Hearings and Appeals in the Social Security Administration. He also served as a staff attorney with the Appalachian Research and Defense Fund, Inc., in Princeton, West Virginia and as a staff attorney with Legal Services for Bedford, Fulton and Huntingdon Counties in Huntingdon, Pennsylvania. In both of these positions, Mr. Schreffler represented low income clients in various civil legal matters including civil rights, landlord/tenant, and domestic relations. Mr. Schreffler began his legal career with VISTA (Volunteers in Service to America), working in southern West Virginia. He also served as a Law Clerk to the Hon. William M. Kidd, United States District Court Judge for the Northern and Southern Districts of West Virginia.

Mr. Schreffler earned his B.S. degree in Business Administration from the Pennsylvania State University in 1972 and his J.D. degree from the Dickinson School of Law in 1975.

JOHN SIM

John Sim is a Supervisory Senior Analyst at the Department of Homeland Security's (DHS) Office for Civil Rights and Civil Liberties (CRCL). Mr. Sim oversees a team of attorney EEO Analysts in the areas of complaint adjudications, issuance of final agency actions, and Departmental EEO initiatives and training. Mr. Sim has led the implementation of various digital initiatives and solutions for the EEO processes at DHS, as well as advanced Web 2.0 awareness and opportunities including the development and launch of the CRCL Facebook page – the first office within the DHS Office of the Secretary to establish a social media presence. Prior to joining the Department of Homeland Security, Mr. Sim worked at the Department of Justice, Civil Rights Division, Complaint Adjudication Office. And prior to joining the federal sector, Mr. Sim worked in private practice as an Associate at the law firm of Akin, Gump, Strauss, Hauer, and Feld LLP in Washington, D.C. Mr. Sim earned his law degree from the American University's Washington College of Law and completed his undergraduate education at the University of Pennsylvania.

WENDY STROBEL-GOWER

Wendy Strobel-Gower is the Director of the Northeast ADA Center. She holds a Masters degree in Rehabilitation Counseling from the Medical College of Virginia at Virginia Commonwealth University (VCU). Ms. Strobel has worked extensively in the application and training of issues around assistive technology and reasonable accommodation in

work and school environments. She also has a great deal of experience in the area of employment for people with disabilities.

THANIEL MARQUI WILLOUGHBY

Thaniel Marqui Willoughby is a Federal Sector Appellate Attorney with the Equal Employment Opportunity Commission's (EEOC) Office of Federal Operations (OFO). As an Appellate Attorney, Willoughby determines complainant and agency appeals of Administrative Judge and final agency decisions on federal employee discrimination complaints and has issued over 1,000 appellate decisions, including decisions involving complex class action certification, reasonable accommodation claims, Equal Pay Act claims, petitions for enforcement, settlement agreements, and grievance appeals. Willoughby has also provided extensive training and outreach on Commission regulations and guidance to managers and employee associations. He has also conducted field evaluations of agency EEO programs and served as a Special EEO Investigator.

Previously, Willoughby worked for Legal Aid of North Carolina as a Family Law litigator. Additionally, he has served as a Special Assistant United States Attorney for the United States Attorney's Office in Washington, D.C. In that assignment, Willoughby represented the U.S. Government as a prosecutor for criminal cases in the District of Columbia.

Willoughby has a Juris Doctor from the University of North Carolina School of Law and Bachelor of Arts degrees in Journalism and Political Science from the University of North Carolina at Chapel Hill.