

NEWSFLASH

*Get the Full Story Behind the Sensational
Headlines*



EXCEL CONFERENCE

EXAMINING CONFLICTS IN EMPLOYMENT LAWS



**Any Weekday Morning: Coffee and
Newspaper**



Plan of Attack?



Enforcement Raids?

WHAT?





**U.S. EQUAL EMPLOYMENT
OPPORTUNITY COMMISSION
STRATEGIC ENFORCEMENT PLAN
FY 2013 - 2016**

Strategic Enforcement Plan

- Does identify National Priorities
 - Eliminating Barriers in Recruitment and Hiring
 - Protecting Immigrant, Migrant and other Vulnerable Workers
 - Addressing Emerging and Developing Issues
 - Enforcing Equal Pay Laws
 - Preserving Access to the Legal System
 - Preventing Harassment Through Systemic Enforcement and Targeted Outreach

Strategic Enforcement Plan

- DOES NOT include:





A Funny Thing Happened On The Way To The Office



WHAT? This can't be!!

Memorandum of Understanding

- EEOC has signed MOUs with a number of consulates and tribes.
- Publicized in news releases and on website.
- Fosters cooperation and education regarding workplace discrimination.



You Check Your Email Once You Get to Work

You Have Got To Be Kidding Me?



Internet Addiction?

- Addictions can be covered by ADA
 - Drug
 - Alcohol
- However, does not mean employee can show up to work high or drunk.
- Likewise, an employer would not have to allow a person time to be on the internet.

High School Dropouts Disabled?

- EEOC did not say high school drop outs are disabled.
- However, a person who may not have completed high school because of a learning disability may be covered.



Chamber Luncheon with a Speaker



The Speaker Said What?



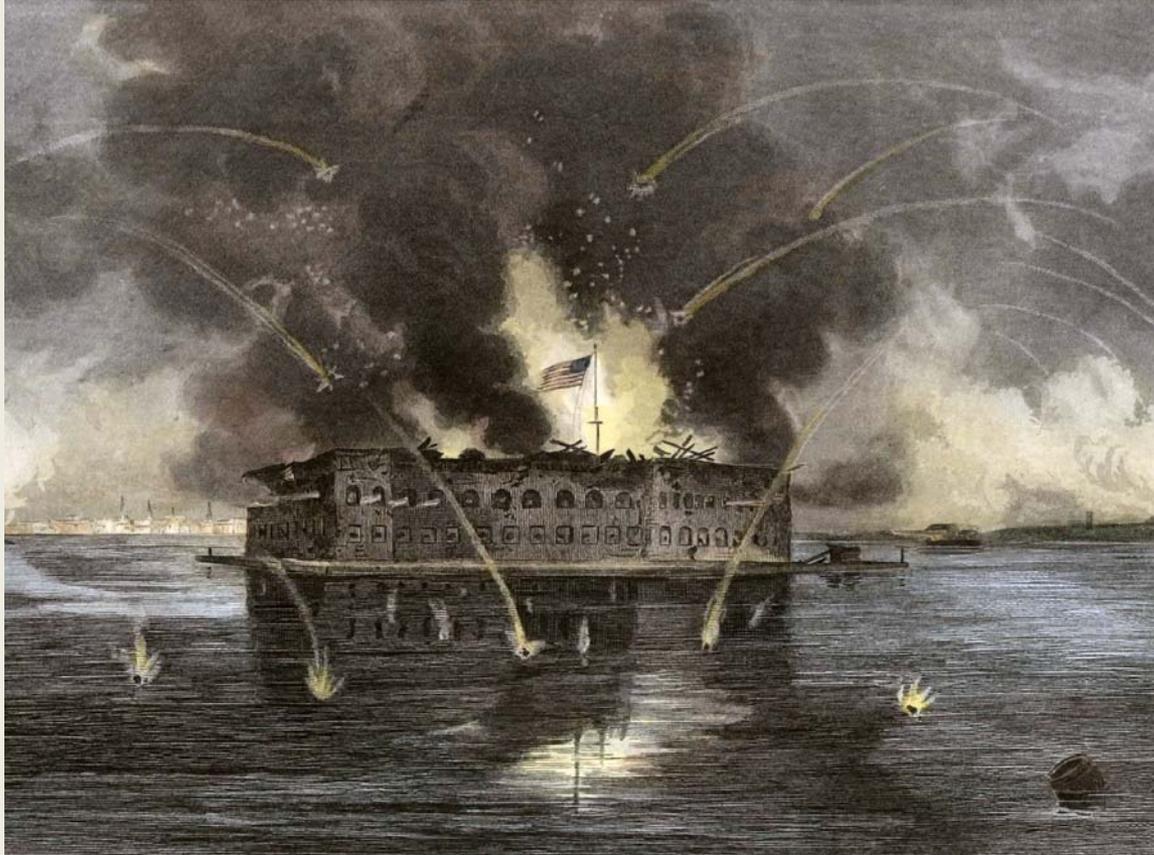
2012 EEOC GUIDANCE ON USE OF ARREST & CONVICTION RECORDS IN EMPLOYMENT DECISIONS

- Does **NOT** prohibit criminal record screens
- Does **NOT** prohibit exclusions based on criminal history

Why Did EEOC Update its Policy Statements *Now*?



- Info widely available:
Internet & “consumer reporting agencies”
- Most employers use criminal background checks for some or all jobs
- Legal & social science developments
- Federal, state, and local governments foster reentry and employment
- More working-age people have criminal records, especially African Americans and Hispanics



Wait.....There is more! Incoming, Incoming



EEOC v. Ford Motor Company

- EEOC alleges that FMC violated ADA by denying a former employee the opportunity to telework and by firing her after she filed an EEOC charge.
- U. S. Court of Appeals for the 6th Circuit ruled that case should proceed (042214)



What Does The HR Professional Do?



**KEEP
CALM
AND
TAKE A DEEP
BREATH**

Follow Up



OR



Resources

- www.eeoc.gov
- Small Business Liaisons
www.eeoc.gov/employers/contacts.cfm
- Outreach & Education
www.eeoc.gov/eeoc/outreach/coordinators.cfm
- EEOC Training Institute
 - Annual Seminars
 - EXCEL
 - Customer Specific Trainingwww.eeotraining.eeoc.gov

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