

2015 EXCEL CONFERENCE AGENDA

(EXamining Conflicts in Employment Law)

The EXCEL Conference is where EEO, HR , and ADR practitioners from private and federal organizations gather for four days of outstanding education, training and professional development. There are three plenary sessions, two specialty tracks, and over 50 open workshops that give participants the needed knowledge, and skills to enhance their performance, and meet the evolving demands of today’s workplace.

The workshops are color coded to assist participants in selecting the *most* appropriate session. These color codes are *suggestions* and participants are encouraged to explore the different open workshops. Participants are asked to select **one** open workshop from each of the sessions listed below. Plenary sessions occur on Tuesday, Wednesday and Thursday morning. Attendees enrolled in the **specialty tracks** are not scheduled to participate in the Wednesday and Thursday plenary sessions.

Specialty Tracks: Hearings Preparation and Barrier Analysis: Specialty tracks are limited to 40 participants.

SPECIALTY TRACKS: CLOSED WORKSHOPS

**MD-715:
Barrier Analysis**

**HP:
Hearings Preparation**

OPEN WORKSHOPS

Private/Federal Audience

Federal Sector Audience

Private Sector Audience

Sunday, August 9, 2015

3:00 PM –
7:00 PM

Conference Registration (For those attending Pre-conference ONLY)

Monday, August 10, 2015

8:30 AM–
4:30 PM

Pre-Conference Session – Counselor & Investigator Refresher Training
Session will meet requirements for eight hours of annual refresher training for counselors and investigators.

8:30 AM–
4:30 PM

Pre-Conference Session - Hearings Before the EEOC and MSPB
Session will cover advanced topics of discovery, summary judgment, mixed cases, mixed appeals, settlements and sanctions.

3:00 PM –
7:00 PM

Conference Registration (for ALL attendees other than those attending Pre-conference)

2015 EXCEL CONFERENCE AGENDA

Tuesday, August 11, 2015

PLENARY SESSION

8:30 AM – 10:00 AM

7:00 AM - 8:15 AM	Continental Breakfast
8:15 AM – 8:25 AM	Welcome and Conference Opening
8:25 AM – 8:35 AM	Greeting: Jenny Yang, EEOC Chair
8:40 AM – 9:10 AM	Opening Keynote: Charlayne Hunter-Gault
9:15 AM -10:15 AM	EEOC 50 th Anniversary Chair Panel Chair Yang hosts a panel of past EEOC Chairs to discuss the EEOC's 50 years as a federal agency.
10:15 AM - 10:30 AM	Mid-Morning Break

OPEN WORKSHOPS SESSION I:

10:30 AM-12:00 PM

Tuesday, August 11, 2015

A	Pay Equity Panel
B	EEOC Laws and Procedures: The Abridged Version
C	Save Time and Money -- Settle Early!
D	A Solid Gold Retrospective: 50 Years of the Federal Sector's Greatest Hits First Offering
E	Let's Make a Deal: Resolving EEO Issues During Counseling
F	Intensive Accommodations: CAP and JAN Deconstruct Challenging Accommodation Issues
G	Inexplicably Intertwined: Why We Get So Mixed Up about Mixed Cases
H	Managing a Remote Possibility – Federal Telework
I	Hearings Preparation Track
12:00 PM - 1:30 PM	Lunch

2015 EXCEL CONFERENCE AGENDA

OPEN WORKSHOPS SESSION II: 1:30 PM – 3:00 PM Tuesday, August 11, 2015

A	Reasonable Accommodation - Beyond the Basics
B	When Religion and Work Collide First Offering
C	Taking the Bully by the Horns
D	OFCCP Highlights
E	I Got a Letter from the EEOC and it is not an Invitation to a Seminar
F	A Solid Gold Retrospective: 50 Years of the Federal Sector's Greatest Hits Second Offering
G	What's So Special About Special Emphasis Programs?
H	Creating Innovative Workplace ADR Programs
I	Hearings Preparation Track

3:00 PM - 3:30 PM **Mid-Afternoon Break**

Tuesday, August 11, 2015

OPEN WORKSHOPS SESSION III: 3:30 PM – 5:00 PM Tuesday, August 11, 2015

A	Addressing the Elephant in the Room – Dealing with Covert Practices
B	When Religion and Work Collide Second Offering
C	EEOC Laws and Procedures: The Abridged Version (Private sector audience) Second Offering
D	Shhh! – What the Privacy Act Means to Federal Employees
E	How Does that Work? Understanding Veterans Hiring Authorities and Programs
F	“What’s in; What’s out? Drafting Clear Letters of Acceptance and Dismissal
G	EEO Investigations: WWSHD (What Would Sherlock Holmes Do?)
H	Sanctions and Default Judgments – How to Obtain them and How to Avoid them
I	What’s New for You in 462?
J	Hearings Preparation Track

2015 EXCEL CONFERENCE AGENDA

WEDNESDAY, AUGUST 12, 2015

7:00 AM – 8:30 AM	Continental Breakfast
PLENARY SESSION 8:30 AM – 10:00 AM Wednesday, August 12, 2015	
8:30 AM - 9:15 AM	Opening Plenary: U.S. Department of Labor Secretary Thomas Perez reflects on the current state of civil rights in the U.S.
9:15 AM – 10:00 AM	Panel Discussion of Federal Leaders on Current State of Civil Rights
9:15 AM- 10:00 AM	Private Sector Panel Discussion: 50 Years of Past and Ongoing Employment Discrimination Issues
10:00 AM- 10:30 AM	Mid-Morning Break
OPEN WORKSHOPS SESSION IV: 10:30 AM – 12:00 PM Wednesday, August 12, 2015	
A	Pregnancy Discrimination: Why Do We Labor Over It? First Offering
B	Dealing with “Difficult” People in Conflict
C	Race and Color: It’s Not Just Black and White Anymore
D	ABCs of an Effective EEO Investigation
E	Using Data to Support the Business Case for EEO/Diversity Efforts
F	Class is in Session!
G	When EEO and HR are BFFs – Ways to Improve Investigations through Partnership.
H	Raising the BAR-rier Analysis: Diversity at the Top
I	Hearings Preparation Track
J	Barrier Analysis Track
12:00 – 1:30 PM	Lunch

2015 EXCEL CONFERENCE AGENDA

WEDNESDAY, AUGUST 12, 2015

**OPEN WORKSHOPS
SESSION V: 1:30 PM – 3:00 PM
Wednesday, August 12, 2015**

A	Pregnancy Discrimination: Why Do We Labor Over It? Second Offering
B	Tales from the Bank Vault –The Evolution of Anti-Harassment Law
C	Retaliation: Why Is It the Most Frequently Filed Charge? First Offering
D	Top Ten Litigation
E	How Do You Like Me Now? Remaking the Federal Government as a Model ADA Employer
F	A Funny Thing Happened on the Way to the [OFO] Forum
G	Oh, What a Relief it is!
H	Federal Workplace ADR – a Perspective from the Regulators
I	Hearings Preparation Track
J	Barrier Analysis Track

3:00PM – 3:30 PM

Mid-Afternoon Break

**OPEN WORKSHOPS
SESSION VI: 3:30 PM - 5:00 PM
Wednesday, August 12, 2015**

A	Ethics (two hour session 3:30 – 5:30)
B	Retaliation: Why Is It the Most Frequently Filed Charge? Second Offering
C	A Look inside the Numbers: Systemic Considerations in Recruitment & Hiring
D	Service Dogs as an Accommodation
E	I Dream of GINA: EEOC Enforcement of Title II of the Genetic Information Nondiscrimination Act of 2008
F	Can We Talk?
G	Coaching Your Agency Into the Future: An Innovative Practice for the Workplace
H	EEO Investigation Contracts - Want to Get Paid? Give Me What I Need
I	Hearings Preparation Track
J	Barrier Analysis Track

2015 EXCEL CONFERENCE AGENDA

THURSDAY, AUGUST 13, 2015

7:00 AM -8:30 AM	Continental Breakfast
PLENARY SESSION 8:30 AM – 10:00 AM Thursday, August 13, 2015	
8:30 AM- 9:15 AM	Aneesh Chopra, First Chief Technology Officer of the United States
9:15 AM – 10:00 AM	U.S. Department of Transportation Secretary Anthony Foxx
10:00 AM- 10:30AM	Mid-Morning Break
OPEN WORKSHOPS SESSION VII: 10:30 AM - 12:00 PM Thursday, August 13, 2015	
A	Back to the Future: The 2065 Workforce
B	Don't Take it Personally: Maintaining Professionalism After Being Named in an EEO Charge or Complaint
C	Dealing with Emotions in Mediation
D	Tricky ADA/GINA Situations
E	Workplace Harassment: You Know What It Is, Now What Do You Do About It?
F	Some Agencies Are More Equal Than Others First Offering
G	Create a Place Where You Want to Work
H	Here Comes the Judge
I	Hearings Preparation Track
J	Barrier Analysis Track
12:00 PM – 1:30PM	LUNCH

2015 EXCEL CONFERENCE AGENDA

THURSDAY, AUGUST 13, 2015

OPEN WORKSHOPS

SESSION VIII: 1:30 PM - 3:00 PM

Thursday, August 13, 2015

A	Why isn't Showing up an Essential Function of your Job?
B	LGBT Employees: Practical Guidance and Advice for the Workplace
C	ADEA: The Age Wave in the Workplace - How the ADEA is Trending
D	Bermuda Triangle of FMLA/ADA & Workers' Compensation
E	What's in your FAD? Writing Timely and Effective Final Agency Decisions
F	EEO Mediation Cases – Lessons Learned and Best Practices
G	Open
H	Open
I	Hearings Preparation Track
I	Barrier Analysis Track

3:00 PM – 3:30 PM

Mid-Afternoon Break

OPEN WORKSHOPS

SESSION IX: 3:30 PM – 5:00PM

Thursday, August 13, 2015

A	Social Media in the Workplace: The Good, the Bad and the Ugly
B	25 Years of the ADA: What's Reasonable?
C	National Origin Discrimination & Immigration-Related Unfair Employment Practices
D	Federal Sector - The Year in Review -- EEOC Case Update
E	Security Clearances – Beyond The Veil
F	Title VII Legal Update
G	Hearings Preparation Track
H	Barrier Analysis Track