

2012 EXCEL CONFERENCE AGENDA

(EXamining Conflicts in Employment Law)

August 2012

The EXCEL Conference is geared toward EEO, HR and ADR professionals. There are open workshops and closed tracks that provide a wealth of information for participants. Participants need to select one workshop from each of the sessions listed below. Plenary sessions occur on Tuesday and Wednesday mornings, and on Thursday afternoon. Attendees enrolled in the closed tracks are not scheduled to participate in the Wednesday and Thursday plenary sessions.

The Hearings Preparation Track, the Basic Mediation Track, and Advanced Mediation Track require separate enrollment. All closed tracks are limited to 40 people.

CLOSED WORKSHOP SESSIONS

BAS MED
Basic Mediation

ADV MED:
Advanced Mediation

HP:
Hearings Preparation

MD-715
Barrier Analysis

OPEN WORKSHOP SESSIONS

ADR:
Alternative Dispute Resolution
Participants

EEO:
Equal Employment Opportunity
Professionals

REP:
Agency & Complainant
Representatives

Sunday, July 29, 2012

3:00 – 7:00 PM Conference Registration (For those attending Pre-conference ONLY)

Monday, July 30, 2012

8:30 – 4:30 PM	Pre-Conference Sessions – Joint Counselor and Investigator Refresher
8:30 – 4:30 PM	Pre-Conference Training for Supervisory AJs
3:00 – 7:00 PM	Conference Registration (for ALL attendees other than those attending Pre-conference)

Tuesday, July 31, 2012 PLENARY SESSIONS 8:30 am – 12:00 PM

8:30 - 9:30 AM	CONFERENCE OPENING ▪
9:30 – 10:00 AM	Opening Plenary ▪
10:00 – 10:30 AM	Break
10:30 – 12:00 PM	Second Plenary ▪
12:00 – 1:30 PM	Lunch

2012 EXCEL CONFERENCE AGENDA

Tuesday, July 31, 2012

**OPEN WORKSHOP
SESSION I : 1:30 PM – 3:00 PM
Tuesday, July 31, 2012**

A	EEO – Recent Notable Remands
B	EEO – Electronic Case Processing: EFX Portal
C	EEO/REP – Investigator Skills Part I
D	ALL – Cultural Competency
E	REP – Examination of Witnesses
F	REP – Mixed Cases & Election of Remedies

**CLOSED WORKSHOP
SESSION I : 1:30 – 3:00 PM**

G	BASIC MEDIATION
H	ADV MEDIATION
I	HEARINGS PREP
J	MD-715 Barrier Analysis Track

3:00 – 3:30 PM Break

**OPEN WORKSHOP
SESSION II: 3:30 PM – 5:00 PM
Tuesday, July 31, 2012**

A	EEO – Contractor or Employee (Kereem v State)
B	EEO – Using Social Media to Recruit, Accommodate and Train Employees with Disabilities
C	EEO/REP -- Investigator Skills Part II
D	ALL – Critical Conversations
E	REP – Summary Judgment
F	REP – Why We Found Discrimination

**CLOSED WORKSHOP
SESSION II : 3:30 PM – 5:00 PM**

G	BASIC MEDIATION
H	ADV MEDIATION
I	HEARINGS PREP
J	MD-715 Barrier Analysis Track

2012 EXCEL CONFERENCE AGENDA

WEDNESDAY, AUGUST 1, 2012

7:00 – 8:30 AM	Breakfast
PLENARY SESSION 8:30 – 10:00 AM	
8:30 - 10:00 AM	Plenary
10:00 – 10:30 AM	Break
WEDNESDAY, AUGUST 1, 2012 10:30 – Noon SESSION III	
A	EEO – Ask the OFO Attorney
B	EEO – EEO Counselor Skills Part I
C	ALL – Ask JAN so you have a Plan
D	ADR/REP – Representing Your Client in Mediation
E	REP – Discovery
F	REP – Use of Lay Witnesses in Proving Compensatory Damages
CLOSED WORKSHOP SESSION III: 8:30 – Noon	
G	BASIC MEDIATION
H	ADV MEDIATION
I	HEARINGS PREP
J	MD-715 Barrier Analysis Track
12:00 – 1:30 PM	Lunch – Speaker:

2012 EXCEL CONFERENCE AGENDA

WEDNESDAY, AUGUST 1, 2012

OPEN WORKSHOP

SESSION IV: 1:30 PM – 3:00 PM

Wednesday, August 1, 2012

A	EEO – Counselor Skills Part II
B	EEO – Diversity Practitioners: Time to Step up Your Game
C	ALL – Mock Hearing
D	ADR – Resolving Workplace Conflict
E	ALL – Cultural Competency – Generations
F	REP – E-Discovery

CLOSED WORKSHOP

SESSION IV: 1:30 – 3:00 PM

G	BASIC MEDIATION
H	ADV MEDIATION
I	HEARINGS PREP
J	MD-715 Barrier Analysis Track

3:00 – 3:30 PM

Break

OPEN WORKSHOPS

SESSION V, 3:30 - 5:00 PM

Wednesday, August 1, 2012

A	EEO – Writing Final Agency Decisions
B	EEO – Recognizing & Overcoming Bias Against Women in Government
C	ALL – Managing Exclusion & Conflict
D	ADR – Drafting Effective/Enforceable Agreements
E	REP – Compensatory Damages
F	ALL – Ethics (TWO HOUR SESSION – 3:30 – 5:30)

CLOSED WORKSHOPS

SESSION V, 3:30 - 5:00 PM

G	BASIC MEDIATION
H	ADV MEDIATION
I	HEARINGS PREP
J	MD-715 Barrier Analysis Track

2012 EXCEL CONFERENCE AGENDA

THURSDAY, AUGUST 2, 2012

7:00 – 8:30 AM

BREAKFAST

OPEN SESSIONS SESSION VI, 8:30 - 10:00 AM THURSDAY, AUGUST 2, 2012

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| A | EEO – AJ’s Pet Peeves Problems with ROI’s |
| B | ALL – Arrest & Conviction Guidance |
| C | ADR – Dealing with Difficult Supervisors and Managers |
| D | ALL – Cultural Competency – LBGT |
| E | REP – Anatomy of a Reprisal Case |
| F | REP – Medical Exams and Inquiries Under the ADA-AA |

CLOSED SESSIONS SESSION VI, 8:30 - 10:00 AM

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| G | BASIC MEDIATION |
| H | ADV MEDIATION |
| I | HEARINGS PREP |
| J | MD-715 Barrier Analysis Track |

10:00 – 10:30AM

BREAK

OPEN SESSIONS SESSION VII: 10:30 AM - Noon THURSDAY, AUGUST 2, 2012

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| A | EEO – MD-715 |
| B | EEO – The New 462 and You! |
| C | ALL – Reasonable Accommodation under Rehab Act/ADA |
| D | ADR – Why Didn’t My Case Settle? |
| E | REP – Accent & National Origin Discrimination |
| F | ALL – Ask the AJ |

CLOSED SESSIONS SESSION VII: 10:30 AM - 12:00 PM

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| G | BASIC MEDIATION |
| H | ADV MEDIATION |
| I | 7:00 – 8:30 -- HEARINGS PREP |
| J | MD-715 Barrier Analysis Track |

12:00 - 1:30 PM

LUNCH

2012 EXCEL CONFERENCE AGENDA

THURSDAY, AUGUST 2, 2012

OPEN SESSIONS

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

THURSDAY, AUGUST 2, 2011

A	EEO – Workplace Insanity: Retaliation Rage and Social Media Mania
B	EEO – Managing Expectations of Privacy in the Workplace
D	ADR – Mediation Concepts
E	REP – Hot topics – sanctions, attorney fees, bifurcation of hearings (including discovery), amendments and religious accommodation
F	REP – Leave, Attendance and Other Challenging Accommodation Issues

CLOSED WORKSHOPS

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

G	BASIC MEDIATION
H	ADV MEDIATION
I	HEARINGS PREP
J	MD-715 Barrier Analysis Track

3:00 – 3:30 PM **BREAK**

PLENARY SESSIONS

3:30 PM - 5:00 PM

THURSDAY, AUGUST 2, 2011

3:30 – 4:45 PM **EEOC Case Update**

4:45 – 5:00 PM **Conference Closing**

FINAL CLOSED WORKSHOPS

SESSION IX: 3:30 PM - 5:00 PM

G	BASIC MEDIATION
H	ADV MEDIATION
I	HEARINGS PREP
J	MD-715 Barrier Analysis Track

CONFERENCE CLOSING

5:00 PM