

Fee — \$349 per day

Early/Online Discount
\$319 (\$638 both days)
for on-line registration or
if payment is received by
July 22, 2013.

**Aug. 22-23,
2013**

REGISTER NOW
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ENHANCE YOUR EEO KNOWLEDGE at the 2013 seminar sponsored by the EEOC Atlanta District Office. The Seminar will be held at the sophisticated Marriott Marquis conveniently located in downtown Atlanta.



EEOC Atlanta Seminar

U.S. Equal Employment Opportunity Commission

2013 SEMINAR LOCATION

Atlanta Marriott Marquis
265 Peachtree Center Ave.
Atlanta, GA 30303
(404) 521-0000

*NEW this year. A national
EEOC event in Denver on
August 27-29, 2013*

*The EXCEL Training
Conference.*

*A full three-day agenda for
private and state and local
HR professionals.*

*Check it out at
www.eetraining.eeoc.gov*

TRAINING YOU CANNOT AFFORD TO MISS!

Questions about the seminar?

Terrie Dandy

(404) 562-6811

(404) 562-6801 (TTY)

terrie.dandy@eeoc.gov

Dorothy Stewart

(404) 562-6930

dorothy.stewart@eeoc.gov



EEOC
Training Institute
...Learn from the Experts

EEOC Atlanta Seminar

Thursday, August 22
Friday, August 23

Training Institute Policies - Event # 13TATL01

EEOC Tax ID #
52-0812909

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.

EEOC conference rate

\$133 per night plus tax

Atlanta Marriott Marquis
265 Peachtree Center Ave.
Atlanta, GA 30303

Group Code: EEOC 2013

Call 1-800-266-9432 or
reserve on-line at
www.marriott.com
before July 18, 2013.

PAYMENT — \$349 one day or \$698 for both days

Fee includes seminar, lunch, refreshments at breaks and an eight volume EEO library on CD. **PAYMENT MUST ACCOMPANY REGISTRATION.**

GET A DISCOUNT PRICE of \$319 one day or \$638 for both days

by: 1) registering on-line with a credit card or electronic check payment, or 2) registering early by mail or FAX. Check or credit card payment. Information must be received 30 days before the seminar and credit card registrations received after July 22, 2013 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 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 and 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.

You may also **MAIL** your registration application with payment to **EEOC TRAINING INSTITUTE, REGISTRATION PROCESSING, 6501 RED HOOK PLAZA, SUITE 201, ST. THOMAS, VIRGIN ISLANDS 00802** OR **FAX** your registration with payment to 703.787.8090.

CONFIRMATION — Registrants will receive written email or fax confirmation upon receipt of completed 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

Cancellations received more than 7 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.

REASONABLE ACCOMMODATION REQUESTS — If you need an accommodation, please note it on the registration form and we will contact you.

EEOC Atlanta Seminar

Thursday, August 22nd AGENDA DAY 1

- 8:00 – 9:00 AM** **Registration and Continental Breakfast**
- 9:00 – 9:30 AM** **Welcome & Opening Remarks**
Bernice Williams-Kimbrough, Director, EEOC Atlanta District Office
Terrie Dandy, Outreach Manager, EEOC Atlanta District Office
- 9:30 – 11:00 AM** **Disruptive Demographics: Implications for the Workplace**
The first decade of the new millennium reveals six disruptive demographic trends of Census 2010. The presenter discusses the impact of these emergent trends on U.S. workplaces and consumer markets, as well as challenges they pose for the nation's competitiveness in the global marketplace.
Dr. James H. Johnson, Jr., University of North Carolina at Chapel Hill
- 11:00 – 11:15 AM** **Morning Break**
- 11:15 – 12:15 PM** **Use of Arrest and Conviction Records in Employment**
More employers are now using background checks as an employment screen than ever before. An employer's use of an individual's criminal history in making employment decisions may, in some instances, violate the prohibition against employment discrimination under Title VII of the Civil Rights Act of 1964, as amended. In this session, hear about the application of Title VII to the use of arrest and conviction records in employment decisions, and how to conduct appropriate background checks and comply with the law.
Darrell Graham, Director, EEOC Richmond Local Office
- 12:15 – 1:30 PM** **Conference Luncheon - Networking Opportunity**
- 1:30 – 3:00 PM** **Advanced Interviewing Techniques**
In this interactive session from a former Justice Department attorney, you will learn how to effectively interview witnesses, and how to use the "Funnel" method to ensure that you gather all relevant information from each witness. You also will learn how to properly phrase questions and the types of questions you should avoid.
Michael W. Johnson, CEO, Clear Law Institute
- 3:00 – 3:15 PM** **Afternoon Break**
- 3:15 – 4:30PM** **GINA: But We Don't Collect Genetic Information – Do We?**
The Genetic Information Nondiscrimination Act of 2008 (GINA) prohibits employers from acquiring and collecting genetic information from employees and applicants. Previously allowed medical information, requests for FMLA, ADA accommodations or other similar purposes may now violate the law. This session addresses specific requirements of the law, what constitutes genetic information as defined by GINA, and what actions may violate the law even when there is no specific intent to obtain "genetic information."
C.R. Wright, Partner, Fisher & Phillips LLP
- 4:30 PM** **Closing Remarks & Evaluations**

Credits: HRCI Recertification credits available. CLE credits will be sought from the Georgia State Bar. Attendance at both days of the seminar meets the yearly refresher training requirement for federal agency investigators.

EEOC Atlanta Seminar

Friday, August 23rd **AGENDA DAY 2**

- 8:00 – 9:00 AM** **Registration and Continental Breakfast**
- 9:00 – 9:15 AM** **Opening Remarks**
Bernice Williams-Kimbrough, Director, EEOC Atlanta District Office
- 9:15 – 10:45 AM** **Legal Update - Recent Court Decisions and Their Impact on Employer Responsibilities**
EEO law is dynamic, ever changing and developing as the courts interpret and apply the law to a rapidly changing workplace. Join us for a review of the most interesting and far reaching decisions issued by the courts in the last year and the EEOC's official response.
Peggy Mastroianni, Legal Counsel, EEOC Office of Legal Counsel
- 10:45 – 11:00 AM** **Morning Break**
- 11:00 – 12:15 PM** **The Equal Pay Act: What Employers Should Know about Equal Pay and Compensation Discrimination**
This year marks the 50th Anniversary of the Equal Pay Act (EPA). Despite the progress made, there's still a persistent wage gap between men and women. In this session, our panel will review the provisions of the Act, discuss equal pay and compensation violations, and explore the impact of the gender wage gap.
Paulette Lewis, Regional Administrator, Dept. of Labor, Women's Bureau
John F. Beasley, Jr., JF Beasley LLC
Lisa B. Golan, Esq., Attorney at Law
Randall D. Grayson, Grayson Law Group
James E. Rollins, Jr., Schwartz Rollins LLC
- 12:15 – 1:30 PM** **Conference Luncheon - Networking Opportunity**
- 1:30 – 3:00 PM** **"Employers Say the Darndest Things!"**
Many years ago, the famous author and TV personality, Art Linkletter, wrote a book of humor titled, "Kids Say the Darndest Things!" Employers, too, sometimes say things to applicants and employees that are hard to imagine, but are, unfortunately, not so funny. We will discuss hiring and firing Do's and Don'ts – what to say and what not to say – to achieve legal compliance.
John F. Wymer, Sherman & Howard, LLC
- 3:00 – 3:15 PM** **Afternoon Break**
- 3:15 – 4:30 PM** **Sex Discrimination After *Glenn v. Brumby***
Courts' interpretations of the scope of legal protections against workplace sex discrimination have evolved over the decades. Gradually, courts began to recognize that sex stereotyping is a form of sex discrimination, and that transgender employees are vulnerable to this kind of sex discrimination. In 2011, the Eleventh Circuit captured this understanding in its ruling in favor of Vandy Beth Glenn, a transgender woman who was fired from her editorial position with the Georgia General Assembly. This presentation will explore the legal terrain before, during, and after the *Glenn* case, as the law in this arena continues to evolve.
Vandy Beth Glenn, Plaintiff, Glenn v. Brumby
Gregory R. Nivens, Supervising Sr. Staff Attorney, Lambda Legal, Atlanta
Cole Thaler, Georgia Legal Services Program, Atlanta
- 4:30 PM** **Closing Remarks & Evaluations**

EEOC ATLANTA SEMINAR

2013

Event No.
13TATL01

Person Filling Out this Form (if different from registrant)

Name _____

E-Mail _____

REGISTRATION FORM: Please use a separate form for each attendee

Enrollment for both **Day 1 and 2, August 22 and 23**

Enrollment for **Day 1, Thursday, August 22**

Enrollment for **Day 2, Friday, August 23**

Have you attended an EEOC-sponsored seminar, course or conference in the last 5 years? Yes No

First Name _____ MI _____ Last Name _____

Title _____

Organization _____ Suborg _____

Address _____

City _____ State _____ Zip _____

E-Mail _____

Business Telephone () _____ (if TTY, please check here)

Fax No. () _____ Company/Agency Tax ID Number _____

Do you require a reasonable accommodation, due to a disability, to attend? Yes

I request the following accommodation/special diet: _____

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:

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

How did you learn about this seminar?

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

\$349 for one day and \$698 for two days Discount price **\$319/\$638** available for online registrations up until the day before the seminar and for mailed checks or mailed/faxed credit card payment registrations received 30 days before the event. Faxed/mailed credit card registrations received after July 22, 2013 will be charged full price.

Credit Card MasterCard Visa American Express Discover

Account # _____ Exp. Date _____

Card Security Code (3 or 4 un-embossed digits near signature block) _____

Cardholder Name (please print) _____

Signature _____ Cardholder Email _____

Cardholder Address _____

Check Payable to EEOC Training Institute

State/Local Gov't Purchase Order (Attached)- **P.O. #** _____

Final Payment Method Check Credit Card (fill out above)

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Name/Phone & Email of PO Contact _____

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REGISTER ON-LINE FOR DISCOUNT PRICE WITH CREDIT CARD OR ONLINE CHECK AT

www.eeotraining.eeoc.gov ► MAIL to EEOC TRAINING INSTITUTE, REGISTRATION PROCESSING, 6501 RED HOOK PLAZA, SUITE 201, ST. THOMAS, VIRGIN ISLANDS 00802 ► FAX to 703.787.8090

EEOC ATLANTA SEMINAR

TOP 5 REASONS TO ATTEND

2013 SEMINAR LOCATION

Atlanta Marriott Marquis
265 Peachtree Center Avenue
Atlanta, GA 30303

A destination downtown Atlanta hotel conveniently located in Peachtree Center with indoor connection to MARTA, restaurants, and other amenities. It is also near Atlanta attractions such as the GA Aquarium, World of Coca-Cola, CNN Center, Philips Arena, the GA Dome and the GA World Congress Center.

DIRECTIONS

North on I-75/85 take Exit 248C (Andrew Young International Blvd). Turn left on Andrew Young International Blvd. then right on Peachtree Center Ave. Hotel is 2 blocks on the right.

South on I-75/85 take Exit 249A (Courtland St). Go to 3rd light. Turn right on Andrew Young International Blvd. Go 1 block to Peachtree Center Ave. Turn right. Hotel is 2 blocks on the right.

PARKING: Valet parking available at hotel for \$9 a day (7:00 a.m.—6:00 p.m.), and \$32 a day for overnight guests.

The nearest **TRAIN/MARTA STATION** is Peachtree Center.

For EEOC guidance materials, fact sheets, press releases, and more, visit us at www.eeoc.gov.

EEOC offers you the best value for your training budget.

- **Prepare for tough HR decisions** concerning hiring and firing, workforce planning, background checks, GINA, equal pay, internal investigations, and sex discrimination/sex stereotyping.
- **Improve your company's bottom line**, saving money, time and resources with smart policies, happy employees and a productive workplace.
- **Learn best practices** from experts who will keep your approach to EEO up to speed with the latest changes in the EEO laws and innovations in the workplace.
- **Meet the people who enforce the laws** and discover how EEOC analyzes key EEO issues.
- **Receive your own EEO Library**, a searchable eight-volume Resource Guide.



EEOC
Training Institute
...Learn from the Experts

LET EEOC BE YOUR TRAINING RESOURCE

For more information contact:
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TTY (404) 562-6801
terrie.dandy@eeoc.gov