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**Thursday  
September 4,  
2014**

**SEMINAR LOCATION INFO**

Denver Marriott West  
1717 Denver West Boulevard  
Golden, CO 80401-3144  
(303) 279-9100

## ENHANCE YOUR EEO KNOWLEDGE

at the **2014 EEOC Denver Training Institute Seminar**.  
The 2014 seminar, sponsored by the EEOC Denver Field  
Office will be held at the Denver Marriott West in Golden,  
Colorado.



# EEOC Denver Seminar

**2014: CELEBRATING 50 YEARS OF THE CIVIL RIGHTS ACT!**

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## TRAINING YOU CAN'T AFFORD TO MISS!

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experts who enforce the law.

Recertification credits HRCI 6.5, CLE General 8. The  
seminar also meets the yearly refresher training require-  
ment of 8 hours for federal agency EEO investigators and  
EEO counselors.

Questions about the seminar?

**Patricia McMahon**  
**EEOC Denver Field**  
**Office**

(303) 866-1344  
(303) 866-1085 FAX

[patricia.mcmahon@eeoc.gov](mailto:patricia.mcmahon@eeoc.gov)



**EEOC**  
**Training Institute**  
*...Learn from the Experts*

Thursday, September 4, 2014

# EEOC Denver Seminar

[www.eetraining.eeoc.gov](http://www.eetraining.eeoc.gov)

## Top 5 Reasons to Attend an EEOC Seminar

- Get Updates on the Latest Changes to EEO Laws and Regulations
- Avoid Common Pitfalls and Mistakes
- Learn Best Practices
- Prepare for Tough HR Decisions
- Meet the People who Enforce the Laws

## Hotel Arrangements

*Registrants are responsible for their own hotel arrangements.*

## Who Should Attend?

- Human Resources
- EEO Managers and Staff
- Attorneys
- Managers and Supervisors
- State and Local Officials
- Union Officials
- Federal EEO Staff \*

*\*seminar approved for EEO Investigator Refresher credit.*

## Training Institute Policies - Training Event 14PHO03

**PAYMENT — \$349** Fee includes seminar, lunch and refreshments at breaks, and an eight-volume EEO library on CD. **PAYMENT MUST ACCOMPANY REGISTRATION.** *EEOC Tax ID Number: 52-0812909*

### GET A DISCOUNT PRICE of \$319 by:

1) registering on-line with a credit card up to the day before the seminar, or  
2) registering early by mail or FAX. Check or faxed credit card payment information must be received before August 4, 2014 for early bird discount. Check or faxed credit card registrations received after August 4, 2014 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 the 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, 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.

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**REGISTRATION —** Register at [www.eetraining.eeoc.gov](http://www.eetraining.eeoc.gov). Credit card and electronic bank check registrations will receive immediate confirmation. *EEOC Tax ID Number: 52-0812909*

You may also **MAIL** your registration application with payment to **EEOC TRAINING INSTITUTE, 131 M STREET, NE, SUITE 5NE31J, WASHINGTON, DC 20507** OR **FAX** your registration with payment to 202.663.7014.

**QUESTIONS ABOUT REGISTRATION?** 202.663-7210;  
TTY# 1.800.828.1120; [eeoc.traininginstitute@eeoc.gov](mailto:eeoc.traininginstitute@eeoc.gov)

**CONFIRMATION —** Registrants will receive written email or fax confirmation upon receipt of a complete 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 10 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.



NOTE: This is a modified agenda with adjusted times and subject matter.

## **DENVER EEOC SEMINAR** **September 4, 2014**

### **Updated Agenda**

7:30 a.m. - 8:00 a.m.

Registration and Continental Breakfast

8:00 a.m. - 8:30 a.m.

**New Starting Time.**

Welcome and Opening Introductions

**The 50th Anniversary of the Civil Rights Act of 1964**

Rayford O. Irvin, District Director, EEOC Phoenix District Office

8:30 a.m. - 9:30 a.m.

Updated Enforcement Guidance:

**Pregnancy Discrimination and Related Issues**

Christopher Kuczynski, Assistant Legal Counsel

EEOC-Office of Legal Counsel

9:35 a.m. - 10:15 a.m.

OFCCP Update: Guidance for Federal Contractors

Nicole Huggins, J.D., Denver District Director

U.S. Department of Labor, Office of Federal Contract Compliance Programs

10:15 a.m. - 10:30 a.m.

**Break**

10:30 a.m. - 11:15 a.m.

The Age Discrimination in Employment Act of 1967 (ADEA)  
and Developments of the Act

Steve L. Murray, Supervisory Trial Attorney, EEOC-Denver Field Office

11:20 a.m. - 12:15 p.m.

EEOC Legal Update

Mary Jo O'Neill, Regional Attorney, EEOC Phoenix District Office

12:15 p.m. - 1:30 p.m.

**Lunch-(We will have a working lunch)**

**MICROAGGRESSION AND BULLYING:**

**THE CATALYSTS OF A TOXIC WORKPLACE**

Myron R. Anderson, Ph.D., Associate to the President for Diversity  
Metropolitan State University of Denver

Kathryn Young Ph.D., Assistant Professor of Secondary Education  
Metropolitan State University of Denver

1:30 p.m. - 1:45 p.m.

**Break**

1:45 p.m. - 2:15 p.m.

Microaggressions and Bullying: Identifying Solutions and Moving Forward

Myron R. Anderson, Ph.D.

Kathryn Young Ph.D.

2:20 p.m. - 3:15 p.m.

Systemic Considerations in Recruitment and Hiring

Rita Kittle, Supervisory Trial Attorney, EEOC-Denver Field Office

3:15 p.m. - 3:30 p.m.

**Break**

3:30 p.m. - 4:30 p.m.

PANEL : Tricky HR Situations:

An interactive session with case studies of challenging scenarios

Judge Lucila Rosas, EEOC Phoenix District Office, *Moderator*

Mary Jo O'Neill, Regional Attorney, EEOC Phoenix District Office

Diane King, J.D., Partner, King & Greisen, LLP

Richard S. Mandelson, J.D., Partner, BakerHostetler Law Firm

**Credits:** Recertification credits HRCI 6.5, CLE General 8. The seminar also meets the yearly refresher training requirement of 8 hours for federal agency EEO investigators and EEO counselors.

# EEOC Denver Seminar—September 4, 2014

Event Code 14TPHO03

Please print and use a separate form for each attendee.

**3 ways to register**

- **ON-LINE - GET DISCOUNT PRICE**

www.eetraining.eeoc.gov  
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- **MAIL**

EEOC TRAINING INSTITUTE  
131 M STREET, NE  
SUITE 5NE31J  
WASHINGTON, DC 20507

- **FAX to 202.663.7014**



## Directions to SEMINAR LOCATION Denver Marriott West

Depart DIA: Take ramp left for I-70 W/US-36. At exit 263, take ramp right toward Denver West Colorado Mills Pkwy. Turn right onto Denver West Blvd/Denver West-Marriott Blvd. Make a U-turn to stay on Denver West Marriott Blvd. Arrive at Denver West Blvd/Denver West-Marriott Blvd.

**By registering for a Training Institute event, you agree to all applicable Institute policies.**

First Name \_\_\_\_\_ MI \_\_\_\_\_ Last Name \_\_\_\_\_

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Business Telephone ( ) \_\_\_\_\_ (  if TTY, please check)

Fax No. ( ) \_\_\_\_\_ Company/Agency Tax ID Number \_\_\_\_\_

Do you require a reasonable accommodation, due to a disability, in order for you to attend this program?  Yes Describe accommodation requested or special diet needed.

**AMOUNT OF PAYMENT:** \$349 Discount Price of \$319 available for online registrations up until the day before the seminar and for mailed check or mailed/faxed credit card payment registrations received August 4, 2014. Faxed/mailed credit card registrations received after August 4, 2014 will be charged \$349.

**Credit Card**  MasterCard  Visa  American Express  Discover  
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**Check Payable to EEOC Training Institute**

**State/Local Government Purchase Order (Attached) PO # \_\_\_\_\_**

State and Local PO will be paid by  Check  Credit Card (provide information above)

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Name/Phone #/Email of Billing Contact \_\_\_\_\_

We only accept federal purchase orders for over \$2,500. Please call us at 202.663.7210 or send an email to [eeoc.traininginstitute@eeoc.gov](mailto:eeoc.traininginstitute@eeoc.gov) for special registration form and procedures.

Person filling out this form (if different than registrant)

Name \_\_\_\_\_

Email \_\_\_\_\_

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

**# Employees at Your Facility:**

- Under 50
- 50-99
- 100-249
- 250-499
- 500-999
- 1,000+

**Your Position Category:**

- 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 \_\_\_\_\_

**Your Organization's Business Type:**

- Federal Gov't
- State/Local Gov't
- Private

**How did you learn about our seminar?**

- Brochure in mail  Email  Colleague
- Website/Internet  Newspaper/Radio Ad
- Professional Organization  SHRM  EEOC event
- Other \_\_\_\_\_