

REGISTER NOW
at
www.eeotraining.eeoc.gov
for a reduced price

**Wednesday,
September 16,
2015**

The Summit Conference &
Event Center

411 Sable Blvd.
North Aurora, CO 80011
(303) 343 3833

www.summiteventcenter.com

ENHANCE YOUR EEO KNOWLEDGE at the **2015 EEOC Denver Field Office Training Institute Seminar**. This informative seminar, **sponsored by the EEOC Denver Field Office** will be held on **Wednesday, September 16, 2015**, at The Summit Conference & Event Center, North Aurora, Colorado.



EEOC Denver Seminar

U.S. Equal Employment Opportunity Commission

GOING GREEN!
Materials will be available
for download and/or
e-mailed prior to the day
of the seminar.

Event Code 15TPH003

TRAINING YOU CAN'T AFFORD TO MISS!

Join EEOC for the best in EEO training from the experts who enforce the law.

Questions about this seminar or other EEOC training opportunities:

Patricia McMahon
Denver Field Office
(303) 866-1344
(303) 866-1385 FAX
patricia.mcmahon@eeoc.gov



EEOC
Training Institute
...Learn from the Experts

EEOC Denver Seminar

Wednesday, September 16, 2015

www.eeotraining.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

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 not eligible for refund

Substitutions may be made prior to the beginning of the seminar.

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 15TPH003

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 \$329 by:

- 1) registering on-line with a credit card up to the day before the seminar, or
- 2) registering early, with payment, by mail or FAX by **August 17, 2015**. Check or faxed credit card registrations received after **August 17, 2015** will be charged \$349. NOTE: All credit card charges will be listed as EEOC Training Institute on your statement.

Federal and State and Local Government Registrants: Please note: To request an invoice (to secure payment via **check or credit card**) please **e-mail, telephone or fax your request to the EEOC Training Institute**. Confirmation of the event is only issued after payment is received by the EEOC Training Institute.

Federal Government Registrants Using IPAC (Intra governmental payment and collection): Federal agencies must complete the EEOC's Inter Agency Agreement Form (IAA Form) at the time of registration.

PRE-PAYMENT IS REQUIRED PRIOR TO TRAINING

REGISTRATION — Register at www.eeotraining.eeoc.gov. Credit card and electronic bank check registrations will receive immediate confirmation.

REGISTRATION QUESTIONS: Visit the website www.eeotraining.eeoc.gov or contact our customer service staff at 703.291.0880 or toll free 1-866.446-0940; or send an email to eeoc.traininginstitute@eeoc.gov for more information. TTY# 1.800.828.1120

You may also **MAIL** your registration application with payment to **EEOC TRAINING INSTITUTE, 6841 ELM STREET, SUITE 1092, MCLEAN, VA 22101** OR **FAX** your registration with payment to 518.615.8422.

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.**

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

Denver EEOC Seminar Agenda - September 16, 2015

- 7:30 am Registration and Continental Breakfast
- 8:00 am Welcome
Rayford O. Irvin, District Director, EEOC-Phoenix District Office
- 8:30 am The EEOC at 50—Commitment to Justice, Accountability, and Integrity
John C. Lowrie, EEOC-Denver Field Office Director
- 9:00 am Case Law Update with the EEOC Legal Counsel
Peggy Mastroianni, EEOC Legal Counsel
Case law update: From Young v. UPS to Abercrombie and Fitch to EEOC v. Ford Motor Company Employment Issues on the Front Burner.
- 10:00 am Break
- 10:15 am Understanding Hostile Work Environment
John C. Lowrie, EEOC-Denver Field Office Director
In 2014, EEOC received 26,820 charges alleging harassment. This workshop will discuss how to avoid being a statistic.
- 11:15 am Phoenix District Office Legal Update
Mary Jo O'Neill, EEOC-Phoenix District Office Regional Attorney
An update from Regional Attorney Mary Jo O'Neill. Learn what has been happening in the courts, including the 9th and 10th Circuits, that has been directly impacting employers.
- 12:15 pm Lunch (Interactive panel begins at 12:30 pm)
- 12:30 pm Tricky EEO Situations: An Interactive Session with Case Studies
Peggy Mastroianni, EEOC Legal Counsel
Mary Jo O'Neill, EEOC-Phoenix District Office Regional Attorney
John Lowrie, EEOC-Denver Field Office Director
- 1:30 pm Break
- 1:45 pm I-9 & Citizenship Requirements.
Lucila G. Rosas, Attorney Advisor, EEOC-Office of General Counsel
TBA, Department of Justice-Office of Special Council
The session explains differences between agencies and includes information on laws and jurisdiction, national origin discrimination, human trafficking, and prosecutions. Information on E-Verify and I-9 citizenship requirements will also be included.
- 2:45 pm Break
- 3:00 pm Access to the Legal System — Reevaluating Severance, Settlement, Releases & Waivers
Sean Ratliff, Acting Supervisory Trial Attorney, EEOC-Denver Field Office
Preserving access to the legal system is an EEOC strategic enforcement priority. This session explores how severance and settlement agreements, releases, and waivers can impede EEOC enforcement efforts and infringe upon employee rights.
- 4:00 pm: The ADA: Reasonable Accommodation Issues, the Difference Between Equality and Justice
Rita Byrnes Kittle, Supervisory Trial Attorney, EEOC-Denver Field Office
What is equal is not always what is required under the ADA. This session explores the ADA's requirement that employers treat employees with disabilities differently if necessary to provide a reasonable accommodation.

Credits: This program has been submitted to the HR Certification Institute for review. This seminar also meets the yearly refresher training requirement for federal agency EEO (investigators and/or mediators).

EEOC Denver Seminar September 16, 2015 (Event Code 15TPH003)

Please print and use a separate form for each attendee.

3 ways to register

• **ON-LINE - GET DISCOUNT PRICE**

www.eeotraining.eeoc.gov
(payment by credit card and online check only)

• **MAIL**

EEOC TRAINING INSTITUTE
6841 ELM STREET
SUITE 1092
MCLEAN, VA 22101

• **FAX to 518.615.8422**



Directions to Seminar Location

From I-225, take 6th Avenue East. At the second light, turn right onto Sable Blvd. Go south 1/8th of a mile. Turn right into the 6th & Sable Plaza parking lot. Go south in the parking lot past the Hobby Lobby. The Summit Conference & Event Center is located between the Hobby Lobby and the DMV.

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

First Name _____ MI _____ Last Name _____
Title _____
Organization _____ Suborg _____
Address _____
City _____ State _____ Zip _____
E-Mail _____

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 \$329 available for online registrations up until the day before the seminar and for mailed check or mailed/faxed credit card payment registrations received by **August 17, 2015**. Faxed/mailed credit card registrations received after **August 17, 2015** will be charged \$349.

Credit Card MasterCard Visa American Express Discover
Account # _____ Expiration Date _____

Cardholder Name (please print) _____

Signature _____ Card Security Code _____

Cardholder Email address _____

Cardholder mailing address _____

Check Payable to EEOC Training Institute 6841 Elm Street, Suite 1092, McLean, VA 22101

State/Local Government contact the **EEOC Training Institute** to request an invoice to secure payment via check or credit card. Please call 1-866.446.0940 or send an e-mail to eeoc.traininginstitute@eeoc.gov.

Federal Government Agencies must complete the EEOC's Inter Agency Agreement (IAA Form) at the time of registration. Please contact the EEOC Training Institute at 1-866.446.0940 or send an e-mail to eeoc.traininginstitute@eeoc.gov.

PRE-PAYMENT IS REQUIRED PRIOR TO TRAINING.

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 _____