



EEOC
Training Institute
...Learn from the Experts

**WEDNESDAY -
THURSDAY**

**SEPTEMBER
23-24, 2015**

**REGISTER
NOW**

www.eeotraining.eeoc.gov

\$349 per day · \$698 both
on-line or early bird*
discount \$329 - \$658
(*payment received by
Monday, August 24, 2015)

2015 SEMINAR LOCATION
Dolce Hayes
Conference Center
200 Edenvale Avenue
San Jose, CA 95136

Room Block \$162
per night plus tax
Local (408) 362-2331
Group Code: EEOC Seminar

or reserve online at
<http://bit.ly/EEOCroom>
by August 25, 2015



EEOC SAN JOSE SEMINAR



EEOC at 50 In the five decades since July 2, 1965, EEOC and our nation's EEO practices have come a long way. Join us for key lessons from the past as well as cutting edge issues and challenges shaping the future of human resource management!

Get the insider's scoop on EEOC's top employment priorities, strategic analysis and practical updates. And meet our new EEOC San Francisco District Director, William Tamayo!

PLUS Conference notebook with Presenter Top Ten lists, and CD of EEOC manuals.

**Learn from the experts -
Concrete tools for your EEO toolbox**

For more information, contact seminar coordinator
Linda Li at 415-522-3131 TTY (415) 522-3152 linda.li@eeoc.gov

**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

**Dolce Hayes
Conference Center**
200 Edenvale Avenue
San Jose, CA 95136

\$162 per night

Reserve by
August 25, 2015
and mention
'EEOC Seminar'

Online

<http://bit.ly/EEOCroom>

Local

(408) 362-2331

Credits

CA CLE and HRCI credit requested. The seminar also meets the yearly refresher training requirement for Federal agency EEO investigators.

PAYMENT - \$349 Fee includes seminar, breakfast, 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 or electronic check payment, or 2) registering early. Check or credit card payment information **must** be received by **August 24, 2015** before the seminar and credit card registrations received after **August 24, 2015** will be charged \$349. **NOTE:** All credit card charges will be listed as EEOC Training Institute on your statement.

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.eetraining.eeoc.gov. Credit card and electronic bank check registrations will receive immediate confirmation.

REGISTRATION QUESTIONS: Visit the website www.eetraining.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 — Please describe your accommodation needs due to a disability on the registration application and we will respond to you.

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.

2015 EEOC SAN JOSE SEMINAR AGENDA

8:00 AM	Registration and Continental Breakfast	DAY 1 - WEDNESDAY, September 23
8:30 – 10:20 AM Opening Plenary	Legal Updates What are the key EEO decisions and cases from the Supreme Court and Ninth Circuit? How do they affect my workplace? <i>William Tamayo, the new director of EEOC's San Francisco Dist. Dir.</i>	
10:30 AM – 12PM AM Workshop (select one)	<p>ABCs of EEO A basic introduction to Federal EEO laws and the theories behind them. <i>(Level:Basic. Recommended with ABCs Applied)</i> <i>Virginia Mellema, EEOC Administrative Judge</i></p> <p>Pregnancy (TVII and ADA) When should a pregnant employee's requests for leave or accommodations be analyzed under Title VII v. the ADA? What lessons can be learned from recent cases including <i>Young v. UPS</i>? <i>Moderated by Sirithon Thanasombat, EEOC Trial Attorney</i></p> <p>LGBT Employment Issues From the Mia Macy decision to Caitlyn Jenner's debut on the cover of Vanity Fair — our social and legal thinking about gender identity and sexual orientation is shifting rapidly. This panel of experts weighs in on recent cases and practical tips on LGBT rights in the workplace. <i>With Jenny Pizer, Law & Policy Project Director, Lambda Legal</i></p>	
12:00 – 1:00 PM	LUNCH	
1:00 – 4:00 PM PM Intensive Workshop (select one)	<p>ABCs Applied How do I (1) plan and conduct interviews? (2) assess the credibility of testimonial evidence? (3) collect and analyze documentary evidence? (4) analyze models of proof, including employer defenses; (5) review evidence and draw conclusions? (6) write up my findings? <i>(Level:Basic. Recommended with ABCs of EEO. Please be sure to print out and bring this session's handouts.)</i> <i>Virginia Mellema, EEOC Administrative Judge.</i></p> <p>ADA Overlap Celebrate 25 years under the Americans with Disabilities Act with a look at how the law interacts with state and federal laws concerning disability, pregnancy, and leave. <i>Rachael Langston & Julia Parish, Legal Aid Society-Employment Law Center</i></p>	
8:00 AM	Registration and Continental Breakfast	DAY 2 - THURSDAY, September 24
8:30 – 10:20 AM Opening Plenary	EEOC@50: Looking Back, Moving Forward This panel will examine the impact of 50 years on the way our society thinks about race, gender, disability and national origin, and will frame new challenges in each area. <i>With Kevin Kish, the new director of California's Department of Fair Employment & Housing (DFEH).</i>	
10:30 AM – 12PM AM Workshop (select one)	<p>Agency Update: EEOC, OFCCP & DFEH Get updates on new laws, guidance and other trending topics from our agencies. Compare and contrast responding to an OFCCP audit versus responding to an inquiry from EEOC or DFEH.</p> <p>Strategies for Workplace Equity Abolish salary negotiations? Internal pay audit? What can employers do to level the playing field and ensure merit and results pay off, instead of reinforcing the wage gap? <i>Moderated by Kelly Jenkins-Pultz, Regional Administrator, U.S. DOL, Women's Bureau (Region IX)</i></p> <p>HR Templates: Documenting Employee Issues Do you dread documenting misconduct, performance reviews, and terminations? How would your writing stand up under an EEO investigation? Develop your documentation skills, learn the key do's and don'ts, and practice filling in the blanks with useful templates for documenting employee issues. <i>Jane Kow, HR Law Consultants</i></p>	
12:00 – 1:00 PM	LUNCH	
1:00 – 4:00 PM PM Intensive Workshop (select one)	<p>Hot Topics - How Not to Get Burned Our experts test your HR instincts on trending issues, such as updated CA laws on retaliation. Past topics include: How should I deal with habitual complainers? Accommodate mental illness? Navigate ERISA? Juggle union and EEO demands? <i>Linda Ordonio-Dixon, EEOC Senior Trial Attorney; Marcia Mitchell, EEOC Supervisory Trial Attorney; Ruth Silver Taube, Legal Aid Society -Employment Law Center / KGA Community Law Clinic</i></p> <p>Harassment - Retaliation: Investigation & CYA Identify and respond to sexual and other types of workplace harassment. Avoid the pitfalls of retaliation for your employees and Cover Your Actions. <i>This class meets the Calif. AB 1825 training requirement for supervisors.</i> <i>William Tamayo, EEOC San Francisco's Dist. Dir.</i></p>	

REGISTRATION FORM

**3 WAYS
TO
REGISTER**

• **ON-LINE**

www.eeotraining.eeoc.gov

• **MAIL** EEOC TRAINING INSTITUTE

6841 ELM ST #1092

MCLEAN, VA 22101

• **FAX** to (518) 615-8422

Have you attended EEOC sponsored training in the last 5 years? Yes No

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 Category:

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

How did you learn about our seminar?

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

2015 EEOC SAN JOSE SEMINAR

- Enrollment for both **Days 1 & 2, Sept 23-24** **Event Code 15TSAN01**
- Enrollment for **Day 1 Wednesday, September 23**
- Enrollment for **Day 2 Thursday, September 24**

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 No Describe accommodation requested or special diet needed

PAYMENT AMOUNT

One Day \$349 **Two Days** \$698

Online / Early Discount* **One Day** \$329 **Two Days** \$658

* **Discount** available for online credit card/electronic check payment registrations and for mailed check/faxed credit card payment registrations received by **August 24, 2015**.

PAYMENT TYPE

Credit Card MasterCard Visa American Express Discover

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

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PRE-PAYMENT IS REQUIRED PRIOR TO TRAINING.

**Please complete
one form
per attendee**

Person filling out this form (if different than registrant)

Name _____

Email _____