



August 14, 2017
Embassy Suites-Denver Stapleton
4444 Havana Street, Denver, CO 80239

7:30 am – 8:30 am **Registration**
(continental breakfast)

8:15 am – 8:30 am **Welcome and Opening Remarks**
Elizabeth Cadle, District Director
EEOC-Phoenix District Office
(Main Ballroom)

8:30 am – 9:45 am **National Origin Update: EEOC Enforcement Guidance on National Origin Discrimination**
Davis Kim, Senior Attorney Advisor
Office of Commissioner Charlotte A. Burrows
U.S. Equal Employment Opportunity Commission

This session will provide the most up-to-date information regarding EEOC's guidance on national origin discrimination from one of the authors of the guidance.
(Plenary Session-Main Ballroom)

9:45 am – 10:00 am **BREAK**

10:00 am – 11:30 am **Legal Update**
Loretta Medina, Supervisory Trial Attorney
EEOC-Albuquerque Area Office

EEO law is dynamic, ever changing and developing as courts interpret and apply the law to a rapidly changing workplace. Supervisory Trial Attorney, Loretta Medina, will review the most interesting and far-reaching decisions issued by the courts this year and EEOC's official response.
(Plenary Session-Main Ballroom)

11:30 am – 12:30 pm

Buffet Lunch and Networking
Atrium
(Free time)

12:30 pm-1:30 pm

SPECIALITY WORKSHOPS
FEDERAL AND PRIVATE SECTOR
Main Ballroom (divided)

12:30 pm – 1:30 pm

Adverse Impact-Recordkeeping-EEOC Posters-EEOC Employer Survey
Benita Marsh, Director of Surveys, Program Research and Surveys Division
EEOC-Office of Research, Information and Planning

The EEOC collects workforce data from employers with more than 100 employees (lower thresholds apply to federal contractors). Employers meeting the reporting thresholds have a legal obligation to provide the data; it is not voluntary. This session will work through the data collection process and explain why the data is collected and how it is aggregated data, used, and available to the public. (This is a highly interactive session. Attendees are encouraged to bring laptops. Open discussion is encouraged.)

(Private Sector Audience)

12:30 pm – 1:30 pm

Overview of the Federal EEO Complaint Process
Patricia McMahon, Outreach and Education Coordinator
EEOC-Denver Field Office

This session will provide an update of the federal EEO process for federal counselors, investigators, and mediators. Included will be an update to the most recent guidance on agency processing, pre-complaint counseling, and processing of informal and formal complaints.

(Federal Sector Audience)

1:30 pm – 1:45 pm

BREAK

1:45 pm – 3:00 pm

EEOC's Digital Charge System
Martin Ebel, Director
EEOC-Field Management Programs

Get the latest information on EEOC's paperless charge processing (digital charge system). This session is designed to navigate through EEOC's online digital charge portal and explain how to obtain real-time access to information. It will

also explain what can be viewed within the portal and how statements of positions, mediation requests, and all other information should be adapted to confirm with this technology.

(Private Sector Audience)

1:45 pm – 3:00 pm **NO FEAR, Interactive Process (ADA and Religion), and Understanding Agency's Anti-Harassment Policy**
(Panel Discussion)

Patricia McMahon, Outreach and Education, EEOC-Denver Field Office
Judge Jacob Smiles, Administrative Judge, EEOC-Phoenix District Office
Judge Nancy Weeks, Administrative Judge, EEOC-Phoenix District Office

From federal mediation to summary judgment, learn current topics in this interactive session with from EEOC-Denver Field Office Administrative Judges. Included will be a discussion about what you should and should not do during the EEOC hearing process. How important are deadlines? What can be appealed? Included will be information on what occurs during the federal sector hearings process, redress, and how damages are calculated. (This is a highly interactive session. Open discussion is encouraged.)

(Federal Sector Audience)

3:00 pm – 3:15 pm

BREAK

3:15 pm – 5:00 pm **One More Thing: What You Should Know About EEOC Mediation, Litigation and Investigation**
(Panel Discussion)

Amy Burkholder, Enforcement Manager, EEOC-Denver Field Office
Elizabeth Cadle, Director, EEOC-Phoenix District Office
Martin Ebel, Director, EEOC-Field Management Programs
Benita Marsh, Director, EEOC-Office of Research, Information and Planning
Rita Kittle, Supervisory Trial Attorney, EEOC-Denver Field Office

This final session will discuss the uniqueness of EEOC's investigative process, EEOC's mediation process, and EEOC's litigation process. Included will be information on the role of the EEOC mediator, investigator, and litigator and when these roles intersect. Time will be allocated for audience participation. (This is a highly interactive session. Open discussion is encouraged.)

(Private Sector Audience)
(question and answer session)

3:15 pm – 5:00 pm

A View From the Bench: From the Initial Conference to Final Decision and Everything in Between

(Panel Discussion)

Judge Jacob Smiles, Administrative Judge, EEOC-Phoenix District Office
Judge Nancy Weeks, Administrative Judge, EEOC-Phoenix District Office

In this session, experienced EEOC administrative judges will give final thoughts and discuss trends in federal EEO. Included will be practical tips for reviewing the workplace to ensure it is EEO complaint. (This is a highly interactive session. Open discussion is encouraged.)

**(Federal Sector Audience)
(question and answer session)**