



EEOC
Training Institute
...Learn from the Experts

AGENDA

Chicago EEO Seminar

August 28, 2018

The Westin Lombard Yorktown Center

8:00 a.m. - 9:00 a.m. Registration and Continental Breakfast

9:00 a.m. - 4:00 p.m. Program (All are Plenary Sessions)

Top Ten Issues for Employers to Watch

Chicago attorney Barry Hartstein, who closely monitors EEOC developments on behalf of employers, will once again present his Top Ten list of issues that every employer will want to watch in the next year.

- **Barry A. Hartstein, Partner, Littler Mendelson, P.C.**

To Give Leave or Not to Give Leave: What Does the Law Require?

With a local appellate court recently issuing two opinions drastically narrowing the ADA's requirements to provide extended leave, employers are more confused than ever about the legal requirements for this accommodation. You will hear perspectives from the EEOC, Department of Labor-Wage and Hour Division, and defense counsel as to what employers' obligations really are, both in this and other circuits.

- **Deborah Hamilton, Supervisory Trial Attorney, Chicago District Office, EEOC**
- **Cara J. Ottenweller, Associate, Vedder Price**
- **Catherine L. Seidelman, Trial Attorney, Office of the Solicitor, Department of Labor**

What's the Deal with Workplace Harassment?

The worldwide spotlight on workplace harassment has underscored the need for compliance with and enforcement of federal anti-discrimination statutes. The EEOC was early to this issue, having convened a select task force on workplace harassment several years ago and issued an informative report in 2016. The panelists will summarize the EEOC's findings and provide recommendations for how employers can handle this controversial issue that has become front and center in the workplace.

- **Margo Wolf O'Donnell, Partner, Benesch, Friedlander, Coplan & Aronoff LLP**
- **Megan O'Malley, O'Malley & Madden, P.C.**
- **Nanisa Pereles, Supervisory Investigator, Chicago District Office, EEOC**

When the ADA and ADEA Collide

As people live and work longer with no mandatory retirement age, disabilities commonly related to aging, particularly dementia/Alzheimer's, have become more prevalent in the work force. How should employers balance the often-conflicting pressures of compliance with the ADA and ADEA and meeting reasonable performance expectations, while also demonstrating human compassion and satisfying ethical concerns that arise from trying to accommodate older disabled employees? This discussion will identify early warning signs of certain intellectual disabilities, when employers can and should address the problem and shed light on other employment-related issues associated with this difficult balance.

- **Tom H. Luetkemeyer, Partner, Hinshaw & Culbertson LLP**
- **Diane Smason, Supervisory Trial Attorney, Chicago District Office, EEOC**
- **Rachel Weisberg, Equip for Equality**

4:00 p.m. Adjourn