



EEOC
Training Institute
...Learn from the Experts

AGENDA

Las Vegas EEO Seminar

Tuesday, September 11, 2018

- 7:30 - 8:30 a.m. **Registration**
- 8:30- 8:45 a.m. **Welcome & Introductory Remarks**
- 8:45- 9:45 a.m. **EEOC Update — The Digital Age, A New Administration— Same Civil Rights Laws**
District Director Rosa Viramontes will provide an update on the EEOC, including the Commission's focus, the upgraded digital charge processing system, and the Commission under the new administration.
- 9:45 - 10:45 a.m. **EEOC Legal Update**
Regional Attorney Anna Park will provide the most current, up-to-date EEO legal update, including recent court decisions that effect employers and employment law attorneys.
- 10:45 - 11:00 a.m. **BREAK**
- 11:00 - 12:00 p.m. **#MeToo, #TimesUp & the EEOC — An Update on the EEOC's Select Task Force on the Study of Harassment in the Workplace**
In 2016 the EEOC issued the results of their select task force on harassment. 2017 saw the birth of the #MeToo movement. This year, the EEOC reconvened the task force to review the state of harassment in the workplace in light of the current climate. This session will provide an update on the EEOC's task force and discuss some new ways employers can combat harassment.
- 12:00 - 1:30 p.m. **Luncheon**
- 1:30 - 3:00 p.m. **Breakout Session I (Choose One Workshop)**
- I. EEO Investigations 101: You've got a Complaint, Now What?**
You receive a complaint of discrimination or harassment—now what do you do? This workshop explores how to conduct an EEO investigation—who to interview, what evidence should be examined, and how to document and report your findings.
- II. Emerging Issues: LGBTQ+ & the Workplace**
Stay up to date on the latest court cases and new laws that impact LGBTQ+ employees in the workplace.
- III. Mediation Skills 101**
Mediation skills don't just belong in a courtroom or behind closed doors. This workshop explores different mediation skills and the benefits they can bring to the workplace.



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3:00 - 3:15 p.m. **BREAK**

3:15– 4:45 p.m. **Breakout Sessions II** (Choose One Workshop)

I. Human Resources—the Real-World Edition

Human Resources is a messy, never-easy job. Join our panel of experts for a discussion on some of their toughest HR situations and the best practices that got them through it.

II. Revenge in the Workplace: Retaliation and Employer Liability

Getting even, pay back, defending your honor—however you say it, revenge happens. Retaliation is the number one allegation filed with the EEOC, attributing to 45% of all charges filed nationwide. This workshop will discuss the issue of retaliation, what retaliation can look like, and discuss what you can do to prevent such actions in your workplace.

III. The New Federal Sector Program (Federal Employees)

Join Supervisory Administrative Judge Diane Arkow Gross for a review of the Commission's new Federal Sector Program and how these changes will impact your federal workplace.

4:45 p.m. **ADJOURN**



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Las Vegas EEO Seminar

Wednesday, September 12, 2018

- 7:30 - 8:30 a.m. **Registration**
- 8:30 - 8:35 a.m. **Welcome & Introductory Remarks**
- 8:35 - 8:45 a.m. **Update from Nevada Equal Rights Commission**
- 8:45 - 9:45 a.m. **Big Data: A Bird's Eye View on Hiring**
A look at how big data is being used to make employment decisions and how, without caution and oversight, those decisions could be discriminatory.
- 9:45 - 10:45 a.m. **Empowerment Through Empathy: Understanding the Effects of Sexual Harassment**
How do we exhibit empathy to victims of harassment in the workplace? This session discusses what victims of harassment and violence may experience and how that shapes their interactions with others.
- 10:45 - 11:00 a.m. **BREAK**
- 11:00 - 12:00 p.m. **Implicit & Explicit Biases**
In the age of cell phone videos and social media, from Starbucks to park BBQs, people's implicit and explicit biases have been on full display for the world to see. This discussion will delve into how our subconscious influences our decisions and the dangers that can pose during the recruitment and hiring process.
- 12:00 - 1:30 p.m. **Luncheon**
- 1:30- 3:00 p.m. **Breakout Sessions I** (Choose One Workshop)
I. Investigations 202—The Sticky Issue Session
Going beyond the basics and making the tough credibility call, asking the hard questions, and determining the relevance of evidence, are all part of an EEO investigation. This workshop explores the delicate issues that can arise during an investigation and the best practices for handling them.

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Wednesday, September 12, 2018

1:30– 3:00 p.m.

Breakout Sessions I (CONT.- Choose One Workshop)

II. Caution: Curves Ahead—Maneuvering the Complex Path of the ADAAA

With ADA cases making headlines across the country, lets plunge into the common pitfalls that employers face regarding this complicated law, including the interactive process, reasonable accommodations, and undue hardship.

III. Staff in Peril: Managing Employees with Mental and Emotional Distress in the Workforce

Managing employees in distress, following the ADAAA guidance for accommodations, and keeping the workplace running smoothly is difficult for even the most seasoned professional. This panel discussion explores the best practices for managing these sensitive employee issues.

2:45 - 3:00 p.m.

BREAK

3:15 - 4:45 p.m.

Breakout Sessions II (Choose One Workshop)

I. Beyond Borders: National Origin Discrimination

Images from our borders dominates the news cycles, but what does this mean for the workplace? This workshop will review current laws and policies that impact your workplace.

II. EEOC's Respectful Workplace Training Teaser: Handling Employee Complaints & Coaching

A direct result of the EEOC's Select Task Force was the development of a new type of training program—a training about people and interactions, not about compliance. This workshop offers you a sneak peak into the EEOC's new Respectful Workplace training.

III. Managing a Multi-Generational Workforce

From Baby Boomers to Millennials, the generation gap in the workforce is vast and the values and needs of each generation can clash in the workplace. This workshop explores best practices for working with and managing a diverse multi-generational workforce.

4:45 p.m.

ADJOURN