



EEOC
Training Institute
...Learn from the Experts

AGENDA

Seattle Area EEO Seminar

Thursday, September 13, 2018

Hilton Bellevue, Seattle WA

8:00 am - 9:00 am	Registration and Continental Breakfast
9:00 am - 9:15 am	Welcome & Introductory Remarks <i>Nancy A. Sienko, Director, EEOC Seattle Field Office</i>
9:15 am - 10:30 am	Legal Update: Recent Developments in the Law <i>John F. Stanley, Supervisory Trial Attorney, EEOC Seattle Field Office</i> <i>Kara L. Heikkila, Attorney, Witherspoon-Kelley</i>
10:30 am - 10:45 am	BREAK
10:45 am - 11:45 am	Harassment and Retaliation Issues <i>William R. Tamayo, District Director, EEOC San Francisco Office</i>
11:45 am - 1:00 pm	LUNCH
1:00 pm - 2:00 pm	Big Data: Big Deal A discussion of how employers are using big data in decision making - and the potential legal pitfalls of this trend. <i>Darin Sands, Shareholder and Co-Chair of Lane Powell's Privacy and Data Security Group</i> <i>Maria Morocco, Supervisory Trial Attorney, EEOC Washington Field Office</i> <i>Jason Kolter, Foster America Fellow - Data Integration, Washington State Department of Children, Youth, and Families</i>
2:00 pm - 3:15 pm	Rethinking Employee Investigations in the #MeToo Era: A Systematic Approach to Investigating Employee Complaints Time Magazine's Person of the Year in 2017 was the Silence Breakers of the #MeToo movement. Companies face big increases in the number of employee investigations. Expectations for proper investigations in the #MeToo era have never been higher: One court recently upheld a \$200,000 punitive damages award against a company due to its inadequate investigation of a sexual harassment complaint. Whether using 3rd party investigators or an internal investigation team, it is critical that you can prove the investigation was fair and impartial, and that the outcome of the investigation can be trusted by all parties and by the media. This session outlines: (1) newest mistakes being made in investigations in the #MeToo era and (2) steps you can take to perform a more defensible investigation. <i>D. Michael Reilly, Shareholder, Lane Powell</i>
3:15 pm - 3:30 pm	BREAK
3:30 pm - 5:00 pm	Workplace Protections for LGBTQ+ Employees A trending topic: What you should know about state and federal protections for your LGBTQ+ workforce. <i>Molly Powell, Administrative Judge, EEOC Seattle Office</i> <i>Suzanne Thomas, Partner, K&L Gates</i>
5:00 pm	ADJOURN