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**U.S. Equal Employment Opportunity Commission
Charlotte District Office**

WORKPLACE TRANSFORMATION: LIGHT AT THE END OF THE TUNNEL

March 31, 2021

AGENDA

- 11:45 am **Virtual Environment Opens**
- 12:00 pm **Program Welcome and Introduction**
Thomas Colclough, District Director, EEOC Charlotte District
- 12:05 pm **Preparing for the Post-Pandemic Workplace**
Karen Michael, President, Karen Michael LLC
The post 2021 workplace will require employers to consider many factors as the workplace is likely changed forever with respect to the pandemic, focus on racial equity and multiple considerations. This presentation will discuss the future of work such as whether on-site attendance is an essential job function, rise of hate crimes and discrimination against Asian-Americans, focus on racial equity and the potential considerations in moving toward changing cultures and opinions, maintaining a safe workplace, the changing demographic of the workplace for future skills and the need for policy and strategic changes in the workplace.
- 1:05 pm **COVID-19, the Equal Employment Opportunity Laws, and Return-to-Work Issues**
Sharon Rennert, EEOC Senior Attorney Advisor, Office of Legal Counsel
The federal equal employment opportunity laws – in particular, the Americans with Disabilities Act – impact many issues confronting employers and employees as they return to the workplace. This session will review many of these issues, including the ability of employers to implement screening protocols to prevent the spread of COVID-19; the confidentiality of medical information, including about COVID-19; when employers may have to provide “reasonable accommodation” or otherwise grant employees requests for workplace changes related to COVID-19; vaccination issues; and harassment related to COVID-19.

Thomas M. Colclough, District Director
(980) 296-1299
thomas.colclough@eeoc.gov



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2:05 pm

Break

2:10 pm

COVID-19: Impacting Women for Years

Katrina Grider, EEOC – Associate Director of Curriculum, Education and Training

This session will be a deep-dive discussion into the impact of COVID-19 upon women in the workplace. The dual demands of job, childcare, and other responsibilities are pushing many women at all levels of the organization out of the workforce. Participants will examine and review current research and data about women's workplace experiences during the pandemic and will discuss strategies and best practices for retaining women in the workforce at levels of the organization.

3:10 pm

Closing Remarks

Thomas Colclough, District Director, EEOC Charlotte District

REGISTRATION FEE: \$150.00

REGISTRATION ONLINE: Charlotte Virtual Seminar

CREDITS:

This workshop has been submitted to the HR Certification Institute and for SHRM for review.

CLE credits will be sought from the State Bar of North Carolina.

This workshop has been approved for Federal Counselor and Investigator Refresher credits.

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PRESENTER BIOGRAPHIES



Thomas M. Colclough, District Director, EEOC Charlotte District

Thomas M. Colclough currently serves as the District Director of EEOC's Charlotte District. Thomas has over 25 years of experience with EEOC investigating charges and complaints of discrimination and leading high performing teams. He has served in various leadership positions at EEOC, e.g., Enforcement Supervisor, Local Director, Area Director, Systemic Coordinator and Deputy District Director. Only July 21, 2020, Thomas was promoted to the position of District Director. In this position, he plays a key role in fulfilling the agency's mission through strategic enforcement management and planning.

A native of North Carolina, Thomas attended Saint Augustine's College in Raleigh, North Carolina, where he received his Bachelor of Science in Business Administration. He earned his master's degree from the University of North Carolina at Greensboro. Thomas is also a graduate of the military's Command and General Staff College and the Office of Personnel Management's Federal Executive Institute. In 2005, Thomas retired from the North Carolina National Guard after 23 years of service (active, reserve and guard) at the rank of Lieutenant Colonel.



Karen Michael, President, Karen Michael, LLC

Karen Michael is the President of Richmond-Virginia based Karen Michael, PLC, a work law & HR consulting firm founded in 2008. The firm specializes in leadership training, workplace investigations, HR Consulting, and employment law advice. Karen is a former human resources executive and employment attorney with over 25 years of experience in providing advice and consulting with clients.

Karen served as First Vice President of Employee Relations at SunTrust Bank and practiced law at McGuire Woods after graduating with honors from University of Richmond School of Law. Karen also taught at University of Richmond's School of Continuing Studies and regularly teaches at the Executive MBA Program at Virginia Commonwealth University. She writes a weekly labor law article for the Richmond Times Dispatch Business section, and regularly speaks at national and local events, including the national SHRM conference. Contact: 2711 Buford Road, Richmond, VA. 23235, (804) 423-2542 KMichael@KarenMichaelConsulting.com.

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Sharon Rennert, EEOC Senior Attorney Advisor, Office of Legal Counsel

Sharon Rennert is the senior member of the EEOC's ADA/GINA Division, having joined the Division in January 1992. Ms. Rennert develops the Commission's policy interpretations of the ADA and has worked on almost every ADA policy guidance and fact sheet issued by the Commission.

Ms. Rennert wrote the EEOC's guidance on reasonable accommodation and offers expertise on this central requirement of the ADA. She drafted the Commission's 2016 resource document on leave as a reasonable accommodation. She also wrote the ADA guidance on performance and conduct issues and has helped thousands of employers in addressing difficult situations in these two areas. Ms. Rennert was involved in the EEOC's development of regulations implementing the ADA Amendments Act of 2008. Ms. Rennert also has played a key role in developing technical assistance materials on the Genetics Information Nondiscrimination Act (GINA).

Ms. Rennert received her law degree, with honors, from New York University School of Law and she is a member of the Order of the Coif, a national honor society for top law school graduates. Ms. Rennert received her B.A. degree, with highest honors, from the University of California/Berkeley.



Katrina Grider, EEOC – Associate Director of Curriculum, Training and Education

Katrina Grider is the Associate Director – Curriculum, Training and Education, EEOC Revolving Funds Division. Ms. Grider directs and oversees the development, content, and delivery of the EEOC's fee-based training and education programs for public and private sector employers; manages training activities provided by the EEOC Training Institute; and establishes and maintains relationships with internal and external stakeholders to identify training needs and develop appropriate training and education to meet such needs. Ms. Grider also oversees the national education and outreach training for the EEOC Office of Field Programs.

Ms. Grider's passion and inspiration for training comes from her deep reservoir of experience and insights. For the past 35 years, she has been doing training, litigating labor and employment law cases before federal and state courts, and administrative agencies; counseling clients on general employment law issues, personnel policies, best practices, and diversity, equity and inclusion (DE&I) training initiatives; and conducting internal investigations. Her training philosophy is a core component of her development of an overall EEOC educational strategy for the EEOC's Training Institute that is based upon the EEOC's mission, priorities, and strategic plan. Ms. Grider is licensed to practice in Texas and Oklahoma. Ms. Grider is Board Certified in Labor and Employment, Texas Board of Legal Specialization.

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