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U.S. Equal Employment Opportunity Commission
Indianapolis District Office

BREAKING DOWN BARRIERS IN A CHANGING WORKFORCE

APRIL 21, 2021

9:30 am – 4:30 pm EDT

AGENDA

- 9:00 am Virtual Environment Opens
- 9:30 am **Opening Remarks**
Michelle Eisele, District Director, EEOC Indianapolis District Office
- 9:45 am **Appellate Updates and Hot Topics – COVID-19 and the ADA**
Raymond Peeler, Assistant Legal Counsel – Coordination and ADEA Policy,
EEOC Office of Legal Counsel
This session will provide an update on the latest appellate cases, hot topics, and developments regarding COVID-19 and the ADA.
- 10:45 am Break
- 11:00 am **Keynote Speaker – Vice Chair Jocelyn Samuels**
Jocelyn Samuels, Vice Chair, EEOC
- 12:00 pm Lunch
Video Lunch and Learn: Breaking Down Barriers to Employment
- 1:00 pm **Bridging the Gap Between Disabled Veterans and Workforce Participation**
Keith Hosey, Supervisory Vocational Rehabilitation Specialist, U.S.
Department of Veteran Affairs, Louisville, KY
Veterans face unique physical and psychological hurdles that can impede them from finding work in the civilian job market, including lower rates of higher education, and a lack of understanding how to translate military experience into civilian job terms. This session will discuss employers' obligations and veterans' employment rights regarding reentry into the workforce, accommodation of disabilities, and other steps that employers can take to proactively hire and retain veterans in the workforce.
- 2:00 pm Break

Brien Shoemaker (he/him), Outreach and Education Coordinator
(463) 999-1132
brien.shoemaker@eeoc.gov



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- 2:15 pm **The Keys to Workplace Accommodation Success**
Alessandra Rosa, Trial Attorney, EEOC Indianapolis District Office
Amy Wilson, Attorney, Frost Brown Todd, LLC
An employee requests a workplace accommodation. This simple request can trigger legal troubles if an employer does not have an action plan in place for engaging in the interactive process. What is a reasonable accommodation under the ADA? How far do employers have to go to accommodate an employee? Is working from home or a leave of absences a reasonable accommodation? Join Frost Brown Todd Attorney Amy Wilson and EEOC Trial Attorney Alessandra Rosa as they guide attendees through hypothetical situations involving difficult ADA issues and learn the necessary steps for effectively addressing reasonable accommodations in the workplace.
- 3:15pm **Effective Mediation Strategies**
Brian Ntukogu, ADR Coordinator, EEOC Indianapolis District Office
Successful mediations can help both parties understand why employment relationships have broken down and often repair ongoing relationships. Learn mediation techniques that will help improve your own process so your organization can become better at resolving issues in your workplace.
- 4:15 pm **Closing Remarks**
Brien Shoemaker, Outreach and Education Coordinator, EEOC Indianapolis District Office
- 4:30 pm **Adjourn**

REGISTRATION FEE: \$255.00

REGISTRATION ONLINE: [Indianapolis Virtual Seminar](#)

CREDITS:

HRCI and SHRM credits – pending approval

CLE credits – pending approval

This seminar has been approved for 8 hours of Federal Counselor and Investigator Refresher credits.

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KEYNOTE SPEAKER



Jocelyn Samuels, Vice Chair, EEOC

Jocelyn Samuels was designated by President Biden as Vice Chair of the EEOC on Jan. 20, 2021. Ms. Samuel joined the U.S. Equal Employment Opportunity Commission (EEOC) as a Commissioner on October 14, 2020.

Immediately prior to joining the Commission, Vice Chair Samuels served as the Executive Director and Roberta A. Conroy Scholar of Law at the Williams Institute, focusing on legal strategies to attain equality for sexual and gender minorities. From July 2014 through January 2017, Vice Chair Samuels was the Director of the Office for Civil Rights at the U.S. Department of Health & Human Services, where she oversaw civil rights enforcement with respect to hospitals, healthcare providers, insurers, and human services agencies. In that role, she spearheaded development of regulations implementing Section 1557 of the Affordable Care Act—the first broad-based federal law to prohibit sex discrimination in federally-funded healthcare. Those regulations represented a groundbreaking development for lesbian, gay, bisexual and transgender (LGBT) equality, protecting LGBT persons from discrimination based on sex stereotyping and gender identity.

Earlier in the Obama Administration, Vice Chair Samuels served as the Acting Assistant Attorney General for Civil Rights at the U.S. Department of Justice and held other positions as a political appointee within the department. There, she directly supervised litigation combating discrimination in employment and education and oversaw work across a range of civil rights issues, including voting rights, systemic reform of police departments, prosecution of hate crimes, and protections for individuals with disabilities. Samuels managed the Justice Department's efforts to extend Title VII and Title IX protections against sex discrimination to LGBT people and oversaw the Civil Rights Division's work to implement *United States v. Windsor*, the Supreme Court's 2013 decision striking down sections of the Defense of Marriage Act.

Prior to joining the Obama Administration, Vice Chair Samuels served as the Vice President for Education & Employment at the National Women's Law Center, where she led efforts to promote gender equality. Among other accomplishments there, she spearheaded the campaign that led to enactment of the Lilly Ledbetter Fair Pay Act, the first bill signed into law by President Obama. Samuels previously served as Labor Counsel to Senator Ted Kennedy and spent ten years as a senior policy attorney at the EEOC.

Vice Chair Samuels earned her bachelor's degree magna cum laude with Phi Beta Kappa honors from Middlebury College. She is a graduate of Columbia University Law School where she was Note Editor for *The Columbia Law Review* and a Harlan Fiske Stone Scholar.

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