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U.S. Equal Employment Opportunity Commission
Atlanta District Office

Artificial Intelligence and Employment Law

March 28, 2024

1:00 pm – 3:10 pm Eastern

12:00 pm – 2:10 pm Central

Virtual Workshop

AGENDA

- | Time | Presentation |
|-------------|--|
| 12:30 pm | Virtual Environment Opens |
| 1:00 pm | Opening Remarks Darrell E. Graham, District Director, EEOC Atlanta District Office |
| 1:05 pm | EEOC Legal Update on Artificial Intelligence Aaron Konopasky, Senior Attorney Advisor, EEOC Office of Legal Counsel Employers have a wide variety of computer-based tools available to assist them in hiring workers and monitoring worker performance and other terms and conditions of employment. Use of these tools, however, may disadvantage job applicants and employees based on race, sex, age, disability, and other protected characteristics. This session will explain how existing federal EEO laws, including Title VII of the Civil Rights Act and the Americans with Disabilities Act, protect job applicants and employees against algorithmic bias. This session will also cover recent cases, emerging issues, and tips and best practices for employers. |
| 2:05 pm | Artificial Intelligence in the Workplace: Real Life Examples of the Risks to Employers Steven A. Wagner, Trial Attorney, EEOC Atlanta District Office When using artificial intelligence in the workplace, employers need to be aware of its potential impact and their obligations under employment discrimination laws. But what does that look like? This session will discuss real life examples from current court cases, as well as those being investigated by the EEOC. These case studies bring to life how artificial intelligence can cause employers to run afoul of discrimination laws, sometimes in unexpected ways. |

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- Time Presentation**
3:05 pm **Closing Remarks**
Terrie Dandy, Outreach & Education Manager, EEOC Atlanta District Office
- 3:10 pm **Adjourn**

REGISTRATION FEE: \$275.00 per person

REGISTER HERE: [Atlanta Virtual Workshop](#)

CREDITS:



"This program has been approved for 2.0 (HR (General) recertification credit hour(s) toward aPHR™, aPHRi™, PHR®, PHRca®, SPHR®, GPHR®, PHRI™, and SPHRi™ recertification through the HR Certification Institute. The use of this official seal confirms that this Activity has met HR Certification Institute's® (HRCI®) criteria for recertification credit pre-approval.



This program has been approved for 2.0 PDCs.

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CLE – Approved for GA (2 hours).

Federal Counselor or Investigator Refresher credits – this workshop has been approved 2 hours.

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PRESENTER BIOGRAPHIES



Terrie Dandy, Outreach and Education Manager, EEOC Atlanta District Office

Terrie Dandy is the Outreach & Education Program Manager for the U.S. Equal Employment Opportunity Commission (EEOC) Atlanta District Office, where she manages the district's outreach, training, and public affairs programs in Georgia and parts of South Carolina. Ms. Dandy develops and conducts training for employers; educates workers on their employment rights; coordinates annual outreach and training programs; and partners with organizations to advance equal opportunity in the workplace.

Ms. Dandy's career with the EEOC spans over 20 years. She spent 14 years working in EEOC Headquarters in Washington, DC, where she served as special assistant to two Chairpersons of the EEOC; coordinated strategic planning and performance management activities; implemented Presidential initiatives; and advised on a range of programmatic issues.

Ms. Dandy is a graduate of the prestigious Excellence in Government Fellows Program and the Atlanta Federal Executive Board's Leadership Government Program. She is also a certified mediator and career coach. Ms. Dandy has received numerous awards and recognitions for her work in advancing equal opportunity including the 2022 State of Georgia Equal Opportunity Award. Ms. Dandy holds a Master's in public administration from the University of Missouri, and a Bachelor's in Business Administration from Fort Valley State University.



Darrell E. Graham, District Director, EEOC Atlanta District Office

Darrell E. Graham is the District Director of the EEOC's Atlanta District Office. Prior to this appointment, he served as the Deputy Director in the Atlanta District Office and the Director of the Richmond Local Office, and he is also former Administrative Judge with the agency. Mr. Graham received his bachelor's degree in Political Science from the University of California at Berkeley and his Juris Doctorate from Washington University School of Law, located in St. Louis, Missouri. Upon graduation from law school, Mr. Graham focused on antitrust, commercial, and employment matters at a large firm in Minneapolis.

Building on this experience, Mr. Graham started his own firm with a former law school classmate and focused his practice primarily on civil rights litigation. Mr. Graham taught criminal law courses to upper division students at the University of Missouri at St. Louis prior to commencing work as a trial attorney at the EEOC. Mr. Graham is a veteran of the U.S. Air Force and has received myriad awards and recognition over the years related to his professional, educational, and civic endeavors.

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Aaron Konopasky, Senior Attorney Advisor, EEOC Office of Legal Counsel

Aaron Konopasky is the Senior Attorney Advisor in the U.S. Equal Employment Opportunity Commission, where he has assisted the Commission in interpreting and applying federal employment discrimination laws for over 14 years. Dr. Konopasky has participated in development of regulations under the Americans with Disabilities Act, the Age Discrimination in Employment Act, and the Rehabilitation Act of 1973. He has also authored numerous policy documents and other Commission publications. Prior to joining the Commission, Dr. Konopasky earned a J.D. from Stanford Law School and a Ph.D. from Princeton University.



Steven A. Wagner, Trial Attorney, EEOC Atlanta District Office

Steven Wagner received his Bachelor of Arts degree from Buffalo State University and his law degree from Emory University. After law school, Mr. Wagner clerked for the Honorable Charles A. Pannell Jr. Following his clerkship, Mr. Wagner practiced law at Berman Fink Van Horn for eight years, where his focus was employment, real estate, and business litigation. In 2010, he became a Trial Attorney with the U.S. Equal Employment Opportunity Commission in its Atlanta District Office. Wagner's practice involved advising investigators during their investigations of Charges of Discrimination and representing the Commission in litigation under the federal statutes that the EEOC enforces.

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