



**EEOC**  
TRAINING INSTITUTE

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

# **Mastering Compliance with the Pregnant Workers Fairness Act: Exploring New Protections for Pregnant Workers with Industry Experts' Insights**

**April 30, 2024**

**2:00 pm – 4:10 pm Eastern**

**Virtual Workshop**

## **AGENDA**

- | <b>Time</b> | <b>Presentation</b>  |
|-------------|--|
| 1:30 pm     | <b>Virtual Environment Opens</b>   |
| 2:00 pm     | <b>Opening Remarks</b><br>Betsy Rader, District Director, EEOC Charlotte District Office   |
| 2:05 pm     | <b>Mastering Compliance with the Pregnant Workers Fairness Act</b><br>Carol Miaskoff, Legal Counsel, EEOC Office of Legal Counsel<br>Join Legal Counsel Carol Miaskoff as she breaks down the key requirements of the PWFA, including coverage, prohibited practices and major provisions.   |
| 3:05 pm     | <b>Interactive Case Scenarios Discussion</b><br>Carol Miaskoff, Legal Counsel, EEOC Office of Legal Counsel<br>Tracie DeFreitas, Director of Training and Outreach, Job Accommodation Network (JAN)<br>Jeff Nowak, Shareholder and co-chair, Leave & Accommodation Practice Group, Littler Mendelson<br>Learn how to navigate real-life situations and enhance your legal knowledge of the PWFA by immersing yourself in practical case scenarios with our expert panel. |

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- Time Presentation**
- 3:35 pm **Panel Questions and Answers**  
Carol Miaskoff, Legal Counsel, EEOC Office of Legal Counsel  
Tracie DeFreitas, Director of Training and Outreach, Job Accommodation Network  
Jeff Nowak, Shareholder and Co-Chair, Leave and Accommodation Practice Group, Littler Mendelson  
Take advantage of this opportunity to ask your burning questions and engage with our panel of experts in this dynamic and informative session.
- 4:05 pm **Closing Remarks**  
Betsy Rader, District Director, EEOC Charlotte District Office
- 4:10 pm **Adjourn**

**REGISTRATION FEE: \$275.00 per person**

**REGISTER HERE: [Charlotte 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.**

**The U.S. EEOC is recognized by SHRM to offer Professional Development Credits (PDCs) for SHRM-CP® or SHRM-SCP® recertification activities.**

CLE – seeking credits for VA and NC.

Federal Counselor or Investigator Refresher credits have been approved (2 hours).

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### PRESENTER BIOGRAPHIES



**Tracie DeFreitas, Director of Training and Outreach, Job Accommodation Network (JAN)**

Tracie DeFreitas serves as a Program Leader and Director of Training and Outreach for the Job Accommodation Network (JAN), the leading national source of expert guidance on workplace accommodation and disability employment matters. With 28 years of hands-on experience, Tracie delivers practical guidance and expert consultation on federal employment laws related to disabilities, encompassing a wide spectrum of accommodation and compliance issues under the Americans with Disabilities Act (ADA) Title I and related workplace legislation. Tracie is an experienced national speaker who specializes in strategies that go beyond ADA compliance, offering insights into effective engagement in the accommodation process. Additionally, she collaboratively oversees the daily operations of the JAN service, ensuring alignment with customer needs and organizational objectives.



**Carol Miaskoff, Legal Counsel, EEOC Office of Legal Counsel**

Carol R. Miaskoff was appointed Legal Counsel of the Equal Employment Opportunity Commission on June 24, 2021, by Chair Charlotte A. Burrows. As the agency's Legal Counsel, she manages development of the Commission regulations and guidance under the Americans with Disabilities Act, Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, the Equal Pay Act, the Genetic Information Nondiscrimination Act, and the Pregnant Workers Fairness Act. She also serves as in-house counsel to the Chair and oversees the agency's Freedom of Information Act program.

Ms. Miaskoff graduated from Harvard University and from the George Washington University Law School, with high honors. In the community, Ms. Miaskoff has been active in the Montgomery County, MD, Mental Health Advisory Committee, and guest lectures at a Georgetown University undergraduate class on Women and the Law.

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### **Jeff Nowak, Shareholder and Co-Chair, Leave and Accommodation Practice Group, Littler Mendelson**

Jeff Nowak has decades of experience advising and litigating on behalf of employers on a wide range of complex employment law matters.

Jeff is a recognized leader on FMLA and ADA issues, helping employers develop comprehensive strategies to achieve compliance with employee leave and accommodation issues. Jeff is lauded by clients for his ability to bring a practical approach and unflappable demeanor to the most sensitive and difficult situations, always with an eye on the client's business and operational objectives. Given his experience in leave management and workplace accommodations, Jeff regularly counsels some of the country's largest and diverse employers on these critical employment issues.

Jeff is the author of the highly regarded *FMLA Insights* blog, which has earned him entry into the ABA Journal's Blogger Hall of Fame. He also is a highly sought after speaker on FMLA/ADA issues, most notably serving on the faculty of the National Employment Law Institute (NELI) and a frequent speaker for the Disability Management Employer Coalition (DMEC).



### **Betsy Rader, District Director, EEOC Charlotte District Office**

Betsy Rader is the District Director of the EEOC's Charlotte District, which includes six offices in Virginia, North Carolina, and South Carolina.

Prior to joining the EEOC in 2023, Ms. Rader was Regional Director of the Office for Civil Rights of the U.S. Department of Education. She has also served as Senior Counsel for a non-profit healthcare system, the largest employer in Ohio. Her prior experience includes representing workers in her own employment law firm, running a government agency advocating for abused children, and conducting business and employment litigation at an international law firm.

She graduated from Yale Law School in 1986 after receiving her B.A. *summa cum laude* in Classics from The Ohio State University. Following law school, she was a judicial clerk for a judge on the United States Court of Appeals for the Sixth Circuit. Her volunteer work has included serving as Vice-President of the Board for the Cleveland Legal Aid Society, serving on the Board of the Ohio Employment Lawyers Association, and serving as President of the Northeast Ohio Chapter of the Association of Corporate Counsel.

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