



# EEOC

## TRAINING INSTITUTE

U.S. Equal Employment Opportunity Commission  
New York District Office

# Strategies for Successfully Mediating Employment Discrimination Disputes

September 4, 2024

2:00 pm – 4:20 pm Eastern

Virtual Workshop

## AGENDA

### Time Presentation

1:30 pm Virtual Environment Opens

2:00 pm **Opening Remarks**

Yaw Gyebi, District Director, EEOC New York District Office

2:05 pm **Mediator Perspective: Understanding Mediation Techniques, Strategy and Theory**

David L. Reinman, Supervisory ADR Coordinator, EEOC New York District Office

This session discusses how the EEOC handles mediations and provides different techniques that lead to mediation success.

2:35 pm **Employee Perspective: Representing Charging Parties in Mediating Employment Discrimination Disputes**

Cyrus E. Dugger, The Dugger Law Firm PLLC

Join plaintiffs' counsel in a discussion about managing plaintiffs' expectations and preparing them for mediation. Hear about effective strategies that lead to positive and successful outcomes.

3:05 pm **Employer Perspective: Representing Employers in Mediating Employment Discrimination Disputes**

Bryn Goodman, Partner, Fox Rothschild

Join defense counsel in a discussion about managing the company's expectations and preparing them for mediation. Hear about effective strategies that lead to positive and successful outcomes.

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### Time Presentation

3:35 pm **A Dialogue on How Employer and Employee Representatives Can Work Together at the Negotiation Table**

Cyrus E. Dugger, Principal, The Dugger Law Firm, PLLC

Bryn Goodman, Partner, Fox Rothschild

David L. Reinman, Supervisory ADR Coordinator, EEOC New York District Office

Join the experts for a conversation on how all parties in a mediation can work together to achieve a successful result. The discussion will cover how to avoid pitfalls that derail mediations and share real life examples of accomplishments and failures.

4:05 pm **Closing Remarks**

Alvin Mallette, Outreach & Education Coordinator, EEOC New York District Office

4:20 pm **Adjourn**

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

**REGISTER HERE: [New York 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 credit for NY.

This workshop has been approved for Federal Counselor or Investigator Refresher credits (2 hours).

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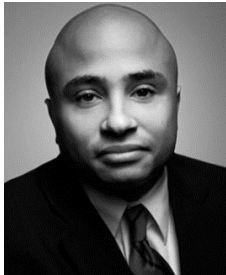


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### PRESENTER BIOGRAPHIES



#### **Cyrus E. Dugger, Principal, The Dugger Law Firm, PLLC**

Cyrus E. Dugger is the Principal of The Dugger Law Firm, PLLC. He has represented hundreds of employees in employment discrimination and wage and hour matters, including complex class and collective action litigation against major U.S. corporations and governmental entities including the City of New York.

Mr. Dugger's practice involves all areas of discrimination, retaliation, and wage and hour law, including failure to provide reasonable disability accommodations, protected leaves of absence from work under the ADA, FMLA, NYPFL, NYSHRL, and NYCHRL, harassment, stereotyping, and other forms of discrimination including sex, race, pregnancy, color, and sexplus discrimination, as well as independent contractor misclassification, unpaid overtime, and wage notice claims. His practice includes substantial experience with the liberal provisions of the New York City Human Rights Law, including NYCHRL claims for verbal harassment, interference with NYCHRL rights, NYCHRL aiding and abetting violations, and NYCHRL retaliation claims.

Mr. Dugger earned a J.D., from New York University School of Law (Arthur Garfield Hays Fellow) and a B.A. from Brown University.



#### **Bryn Goodman, Partner, Fox Rothschild**

Bryn Goodman is a partner in the Labor & Employment Department in Fox Rothschild's New York office. She focuses her practice on guiding management and national and international employers in a wide variety of industries on all aspects of employment law.

Bryn represents employers in state and federal lawsuits and administrative proceedings involving wage-and-hour, discrimination, and sexual harassment claims. Bryn is also well-versed in defending claims related to accessibility of public accommodations under Title III of the Americans with Disabilities Act and the New York State and New York City Human Rights Laws. She has extensive litigation experience, including motions practice and discovery. Bryn is a skilled negotiator and frequently represents clients at mediations and settlement conferences.

Bryn frequently speaks and writes on employment law. She is a member of Women in America and the New York Bar Association. Bryn also coaches the Pace Law School Willem C. Vis International Commercial Arbitration Moot Team. Bryn earned a J.D., magna cum laude, from Pace University School of Law and a B.A. from Cornell University.

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### **Yaw Gyebi, Jr., District Director, EEOC New York District Office**

Yaw Gyebi is the Director of the EEOC New York District Office. Mr. Gyebi's prior experience includes more than seven years at the Massachusetts Commission Against Discrimination, including several years as the chief of enforcement. He has also served as an assistant district attorney in the Suffolk County District Attorney's Office. Most recently he served as the founding chief of enforcement and investigations at the Massachusetts Cannabis Control Commission. Mr. Gyebi is a graduate of Connecticut College, where he earned his bachelor's degree in economics and history. He also holds a J.D. from Indiana University.



### **Alvin Mallette, Outreach & Education Coordinator, EEOC New York District Office**

Alvin Mallette is the Outreach and Education Coordinator at the New York District Office of the U.S. Equal Employment Opportunity Commission (EEOC), the federal agency dedicated to eradicating employment discrimination in the workplace. He has been with the agency for over 15 years and held several roles including Investigator, Enforcement Supervisor, and Intake Supervisor. Mr. Mallette has also served with the NJ Air National Guard for over 26 years. He holds a bachelor's degree from Montclair State University and a master's degree from Columbia University.



### **David L. Reinman, Supervisory ADR Coordinator, EEOC New York District Office**

David Reinman serves as the Supervisory ADR Coordinator of the EEOC New York District Office. Prior to this role, Mr. Reinman worked as a Staff Mediator with the EEOC. He has mediated over a thousand charges involving allegations of employment discrimination. He is currently an Adjunct Professor with Seton Hall Law School's Conflict Management Program and was also a supervising attorney with the Seton Hall Law's *S.D.N.Y. Representation in Mediation Practicum*, providing pro se litigants with no-cost legal representation in court-ordered mediation. Mr. Reinman proudly served in the U.S. Marine Corps and U.S. Department of Justice.

He earned his J.D. from California Western School of Law and his LL.M. in Dispute Resolution from Benjamin N. Cardozo School of Law. He received his B.A. from Rutgers University. Mr. Reinman conducts trainings and frequently guest lectures on negotiation, mediation, and employment law.

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