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U.S. Equal Employment Opportunity Commission
Atlanta District Office

EEOC Legal Updates and Strategies to Boost Compliance

August 14, 2024

12:00 pm – 4:25 pm Eastern

In-Person Event – No Virtual Options
State Bar of Georgia
104 Marietta Street NW, Atlanta, GA 30303

AGENDA

Time	Presentation
11:30 pm	Workshop opens. Lunch provided.
12:00 pm	**Opening Remarks**
	Darrell E. Graham, District Director, EEOC Atlanta District Office
12:05 pm	**EEOC Legal Update: What Employers Need to Know**
	Carol Miaskoff, Legal Counsel, EEOC Office of Legal Counsel
	This session provides a legal update on important developments employers need to know to be compliant, including a review of select court decisions, and EEOC regulations and guidance. It will address implications for employers, employer responsibilities, emerging issues, and practical tips for compliance. It will also include updates on the Pregnant Workers Fairness Act and EEOC's guidance on workplace harassment.
1:50 pm	Break
2:00 pm	**District Highlights and Lessons for Employers**
	Darrell E. Graham, District Director, EEOC Atlanta District Office
	Marcus Keegan, Regional Attorney, EEOC Atlanta District Office

Terrie Dandy
470-531-4764
terrie.dandy@eeoc.gov

Irene Carter Kent
470-531-4806
irene.carter@eeoc.gov

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Time	Presentation
	The EEOC Atlanta District Office covers the entire State of Georgia and 12 counties along the southern border in South Carolina — a dynamic, diverse, growing, resilient jurisdiction. This session provides a glimpse at what we are seeing in the district. EEOC district leadership discusses the types of charges received, bases and issues alleged, litigation filed and settled, top five industries involved, real cases, and lessons for employers.
3:00 pm	**EEO Playbook: Insiders' Insights and Strategies** **William Batts, Enforcement Manager, EEOC Atlanta District Office** **Barry Brown, Mediator, EEOC Atlanta District Office** **Adam Mills, Trial Attorney, EEOC Atlanta District Office** **Shayla Sipp, Administrative Judge, EEOC Atlanta District Office** This session brings together a panel of experts — EEOC investigative lead, trial attorney, Administrative Judge, and mediator to share insights, perspectives, and strategies to help your organization/team avoid fumbles. It presents a rare opportunity to hear from and engage a cross-section of insiders on how to advance EEO including — prevention strategies; how to deal with issues when they arise; conducting investigations; what should be in your EEO and anti-harassment policy; what the EEOC look for in proving retaliation; and more.
4:15 pm	**Closing Remarks** **Terrie Dandy, Outreach & Education Manager, EEOC Atlanta District Office** **Irene Carter Kent, Outreach & Education Coordinator, EEOC Atlanta District Office**
4:25 pm	Adjourn

REGISTRATION FEE: $350.00 per person

REGISTER HERE: Atlanta In-Person Workshop

Terrie Dandy
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terrie.dandy@eeoc.gov

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470-531-4806
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"This program has been approved for 4.0 (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.*

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

Federal Counselor OR Investigator Refresher credits – this workshop has been approved for 4.0 hours.

CLE Credits — Approved for GA (4 hours).

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PRESENTER BIOGRAPHIES



William M. Batts, Enforcement Manager, EEOC Atlanta District Office

William M. Batts launched his career with the U.S. Equal Employment Opportunity Commission over 20 years ago as an Investigator with the Los Angeles District Office. Mr. Batts transferred to the Atlanta District Office as a Senior Investigator. He was promoted to Supervisory Investigator and is currently an Enforcement Manager. Mr. Batts received his bachelor's degree in criminal justice from Eastern Michigan University and a master's in public administration from Central Michigan University. Prior to joining the Commission, he worked with the Federal Bureau of Prisons and is a veteran of the U.S. Army. Mr. Batts has actively pursued professional development, completed numerous training courses, and received numerous awards in recognition of his performance and leadership.



Barry E. Brown, Mediator, EEOC Atlanta District Office

Barry E. Brown is a Federal Mediator for the U.S. Equal Employment Opportunity Commission. He launched his career with the Atlanta District Office as an Investigator and served as a Supervisory Investigator of the District's intake unit. Prior to his employment with the Commission, he worked as a Criminal Defense Investigator for the DeKalb County Office of the Public Defender. He spent many years investigating felony charges against indigent residents of the county and assisted in the exoneration of hundreds of defendants. During this period, Mr. Brown prepared himself as a Mediator through training from the Federal Mediation and Conciliation Service as a Labor-Management Negotiator and Mediator.

Mr. Brown holds a Bachelor of Science in Paralegal Studies from the Mississippi University for Women and a Master of Arts in Organizational Management from the University of Phoenix. Mr. Brown is a veteran of the U.S. Air Force and has received numerous awards and recognition for his performance.

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Terrie L. Dandy, Outreach & 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. She 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. Of which, 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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Marcus G. Keegan, Regional Attorney, EEOC Atlanta District Office

Marcus G. Keegan is the Regional Attorney for the U.S. Equal Employment Opportunity Commission's Atlanta District Office. He has served as an Adjunct Professor, teaching Employment Discrimination at Emory University School of Law. He is a frequent lecturer on topics related to employment law as well as law practice and has been named a Lorman Education Services Distinguished Faculty Member. Mr. Keegan has been recognized by *Best Lawyers in America*, *Super Lawyers*, *Super Lawyers Top 100 – Georgia*, *Super Lawyers – Rising Stars*, and has been named as a Legal Elite by *Georgia Trend* magazine. Mr. Keegan is a former Chair of the Labor & Employment section of the State Bar. Mr. Keegan has previously served on the Board of Directors of the National Employment Lawyers Association's Georgia and National Chapters.



Irene E. Carter Kent, Outreach and Education Coordinator, EEOC Atlanta District Office

Irene E. Carter Kent is an Outreach and Education Coordinator for the U.S. Equal Employment Opportunity Commission's Atlanta District Office. Mrs. Carter Kent provides outreach, training, and public affairs assistance in the State of Georgia and parts of South Carolina. She educates workers on their employment rights; provides training and assistance to employers on EEO compliance; coordinates outreach and training programs; and partners with organizations to promote and advance equal opportunity in the workplace. Prior to this position, she served as an EEOC State, Local and Tribal Coordinator, managing the contracts for the Fair Employment Practice Agencies (FEPAs) in Georgia and South Carolina.

In this role, she worked with FEPAs to ensure effective and efficient processing and investigations of employment discrimination complaints received against state and local government agencies, and private sector businesses. She also served as a federal Investigator with the EEOC for over eleven years, investigating charges of employment discrimination for the EEOC Atlanta District Office and the EEOC Detroit Field Office in Michigan where she began her career with the agency. Mrs. Carter Kent is also a veteran of the U.S. Navy and has received numerous awards and recognition over the years related to her professional endeavors.

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Carol R. Miaskoff, Legal Counsel, EEOC Office of Legal Counsel

Carol R. Miaskoff was appointed Legal Counsel of the Equal Employment Opportunity Commission (Commission or EEOC) on June 24, 2021, by Commission 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, and the Genetic Information Nondiscrimination Act. She also provides legal advice to the Commission and works with the Department of Justice to defend the Chair and the Commission in litigation and oversees the agency's Freedom of Information Act program.

During her career at the EEOC, Ms. Miaskoff supervised the development of proposed Commission policy on workplace harassment and final Commission guidance on retaliation, criminal background checks, and national origin discrimination. She served on the EEOC's equal pay task force and speaks frequently to labor and employment groups about issues ranging from COVID-19 in the workplace, to the use of big data in employment selection.

Ms. Miaskoff graduated from Harvard University and from the George Washington University Law School, with high honors.



Adam T. Mills, Trial Attorney, EEOC Atlanta District Office

Adam T. Millis is a Trial Attorney in the EEOC's Atlanta District Office where he also serves as an e-Discovery Lead. Mr. Mills received his Bachelor of Arts degree from the University of Alabama and his J.D. from Harvard Law School. During law school, Mr. Mills clerked in the Federal Trade Commission's Consumer Protection Bureau in the Southeast Regional Office, the EEOC's Boston Area Office, and the Public Corruption Unit of the United States Attorney's Office for the District of Massachusetts. After law school, Mr. Mills clerked for the Honorable Amy Totenberg in the Northern District of Georgia. Following his clerkship, Mr. Mills practice high-stakes civil litigation as an associate at Bondurant Mixson & Elmore LLP. Mr. Mills joined the U.S. Equal Employment Opportunity Commission in 2021 as a Trial Attorney. His practice includes advising investigators with respect to their investigations of Charges of Discrimination filed with the Commission, assisting with e-Discovery issues in the Atlanta District Office, and representing the Commission in litigation under the federal statutes it enforces.

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Shayla Sipp, Administrative Judge, EEOC Atlanta District Office

Shayla Sipp is an Administrative Judge at the U.S. Equal Employment Opportunity Commission, Atlanta District Office, where she presides over employment discrimination claims and class action complaints filed by Federal employees and applicants for Federal employment. In this capacity, Judge Sipp has conducted and moderated trainings addressing anti-discrimination laws for Federal Agencies and private companies, alike. Prior to becoming an Administrative Judge, Judge Sipp was a litigation attorney for three different federal agencies; her practice areas included veterans' law, medical malpractice, Federal Torts Claim Act, and employment and labor law cases, with the latter being her focus for the past 11 years. In addition to litigation, Judge Sipp previously advised, assisted in drafting policy, and provided trainings on a multitude of personnel matters.

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