



EEOC

TRAINING INSTITUTE

U.S. Equal Employment Opportunity Commission
Memphis District Office

Comprehensive Workplace Compliance Workshop

April 18, 2024

1:00 pm – 5:15 pm Central

Virtual Workshop

AGENDA

- | Time | Presentation |
|----------|--|
| 12:30 pm | Virtual Environment Opens |
| 1:00 pm | Opening Remarks
Edmond Sims, Acting District Director, EEOC Memphis District Office |
| 1:05 pm | Navigating EEOC Compliance
William Cash, Jr., Director, EEOC Little Rock Area Office
An in-depth Exploration of the EEOC regulations, guidelines, and enforcement to ensure your organization stays compliant. |
| 2:05 pm | Anti-discrimination training for Managers and supervisors
Dawn Siler-Nixon, Partner, FordHarrison, LLP (Tampa Office)
Equip your managerial staff with the knowledge and skills to identify and prevent workplace discrimination, fostering a culture of inclusivity. |
| 3:05 pm | Break |
| 3:10 pm | EEOC Legal Update
Raymond Peeler, Associate Legal Counsel, EEOC Office of Legal Counsel
The legal landscape is always evolving. Stay current with the most recent updates on current EEOC cases and their impact on the laws. This session will help employers apply this information to the workplace. |
| 4:10 pm | Handling EEOC Investigations
Cynthia Lamar-Johnson, Enforcement Supervisor, EEOC Nashville Area Office
Learn about best practices for managing and responding to EEOC investigations, ensuring a smooth and compliant process. |

Melissa Brown
629-236-2252
melissa.brown@eeoc.gov



EEOC

TRAINING INSTITUTE



5:10 pm **Closing Remarks**

Melissa Brown, Outreach and Education Coordinator, EEOC Memphis District Office

5:15pm **Adjourn**

REGISTRATION FEE: \$350.00 per person

REGISTER HERE: [Memphis Virtual Workshop](#)

CREDITS:



"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.



This program has been approved for 4.0 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 AK, TN, MS (4 hours).

Federal Counselor or Investigator Refresher credits have been approved (4 hours).

Melissa Brown
629-236-2252
melissa.brown@eeoc.gov



EEOC

TRAINING INSTITUTE



PRESENTER BIOGRAPHIES

William Cash, Jr., Director, EEOC Little Rock Area Office



William A. Cash Jr. serves as Director of the EEOC's Little Rock Area Office and Systemic Coordinator for the EEOC Memphis District. He started with the EEOC in 1992 as a trial attorney and later served as a Supervisory Trial Attorney. Mr. Cash holds a Bachelor's in Political Science from the University of Arkansas (Fayetteville) and a J.D. from the University of Arkansas (Little Rock). Before working for the EEOC, Mr. Cash worked as a law clerk for U.S. District Judge Oren Harris of the Western District of Arkansas. Prior to working for Judge Harris, he had a private law practice in Little Rock. Mr. Cash served as a government fellow to the Equal Employment Opportunity Committee of the Labor and Employment Law Section of the American Bar Association. He appeared on ABC's 20/20 program discussing an EEOC case seeking relief for teenagers subjected to sexual assault in the workplace. Mr. Cash is a frequent presenter on the topic of workplace discrimination and employment law at continuing legal education programs and human resources seminars.

Cynthia Lamar-Johnson, Enforcement Supervisor, EEOC Nashville Area Office



Cynthia Lamar-Johnson serves as an Enforcement Supervisor in the EEOC's Nashville Area office since November 2007. She began her career as an Investigator and was responsible for the investigation of charges of employment discrimination. In July 2022, she was selected as an Enforcement Supervisor and has devoted herself to the mission. Ms. Lamar-Johnson began her government career with the United States Air Force as a personnel specialist/casualty assistant. She worked for seventeen years in the private sector in the printing industry before transitioning back to federal service with the EEOC. She is a military brat who traveled the world with her father who served 28 years in the United States Army, before retiring and settling in Clarksville, Tennessee. Upon leaving her own military service, she moved to be near family here in Tennessee. Ms. Lamar-Johnson's work and personal experiences have provided her with extensive exposure to public service and customer service. She has a love for working with people and servicing the public. Further, she believes in the vision of the Commission to provide a fair and inclusive workplace with equal opportunity for all.

Melissa Brown
629-236-2252
melissa.brown@eeoc.gov



EEOC

TRAINING INSTITUTE



Raymond Peeler, Associate Legal Counsel, EEOC Office of Legal Counsel

Ray Peeler is an Associate Legal Counsel for the U.S. Equal Employment Opportunity Commission (EEOC). He is responsible for agency regulations and policy initiatives concerning EEOC-enforced federal employment nondiscrimination laws. He also manages matters typically addressed by in-house counsel, coordinates interagency policy questions, and negotiates Memoranda of Understanding. Mr. Peeler represents the EEOC as a government member of the Administrative Conference of the United States (ACUS), and, in 2022, participated in the US delegation to the United Nations addressing the US's efforts under the International Convention for the Elimination of All Forms of Racial Discrimination. He also is a past Government Fellow to the American Bar Association's Labor and Employment Law Section (EEO Committee).

Mr. Peeler is a long-time civil rights lawyer who has worked in a variety of offices and roles at the EEOC over the last 25 years, including as a Special Assistant to former Acting Chair Victoria Lipnic (R) and former EEOC Chair Jenny Yang (D). He has experience working within both the federal sector and private sector discrimination processes. Mr. Peeler earned his J.D. at Georgia State University College of Law in Atlanta, GA.



Dawn Siler-Nixon, Partner, FordHarrison, LLP (Tampa Office)

Dawn Siler-Nixon is a seasoned lawyer with three decades of experience specializing in employment law and DEI initiatives. She collaborates with clients to navigate employment decisions, emphasizing preventative measures to avoid litigation. Dawn's expertise extends to defending clients in discrimination claims and administrative proceedings, drawing on knowledge of current legal trends and her understanding of clients' industries. As her firm's DEI Partner, Dawn leads the implementation of the Diversity Strategic Plan and serves on the Executive Committee, shaping policy and compensation. She is a Certified Diversity Executive and regularly provides DEI training and workshops, fostering inclusive environments where employees can confront biases and engage in meaningful discussions. Additionally, Dawn advises employers on compliance with new laws and best practices, equipping them with tools to prevent potential claims and make informed employment decisions. Dawn has a track record of successfully litigating discrimination claims and is particularly skilled in handling ADA and FMLA cases. Dawn's comprehensive approach and dedication to DEI make her a trusted partner for employers seeking to foster inclusive workplaces and navigate complex legal challenges. Dawn earned her J.D. from the UNC-CH School of Law and her B.A. from UNC-CH.

Melissa Brown
629-236-2252
melissa.brown@eeoc.gov