



# EEOC

## TRAINING INSTITUTE

U.S. Equal Employment Opportunity Commission  
San Francisco District Office

# EEO Investigation Fundamentals

June 4, 2024

8:30 am – 1:00 pm Pacific

Virtual Workshop

## AGENDA

### Time Presentation

8:00 am Virtual Environment Opens

8:30 am **Introduction to Investigations: Theories of Discrimination and Models of Proof**

Nancy Sienko, Director, EEOC San Francisco District Office

Christopher Green, Deputy Director, EEOC San Francisco District Office

Elizabeth Cannon, Director, EEOC Seattle Field Office

Zachary Florent, Outreach and Education Coordinator, EEOC Seattle Field Office

Our team of expert trainers will guide you through the basic requirements for investigating allegations of harassment and disparate treatment.

10:00 am Break

10:10 am **Conducting Interviews and Analyzing Evidence**

Apply your knowledge and learn strategies for interviewing, assessing credibility, reviewing evidence, and writing up your findings.

11:40 am Break

11:50 am **Applied Scenarios**

Drawn from real cases and some of our top FAQs, we will navigate these challenging cases with you.

12:50 pm **Closing Remarks**

Nancy Sienko, Director, EEOC San Francisco District Office

1:00 pm Adjourn

Linda Li  
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Zachary Florent  
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**REGISTRATION FEE:** \$350.00 per person

**REGISTER HERE:** [San Francisco Virtual Workshop](#)

### CREDITS:



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

We strive to host inclusive, accessible events that enable all individuals, including individuals with disabilities, to engage fully. To request an accommodation or for inquiries about accessibility (preferably by May 20, 2024), please contact the event organizers: Linda Li, 650-684-0928, [linda.li@eoc.gov](mailto:linda.li@eoc.gov) or Zachary Florent, 206-576-3001, [zachary.florent@eoc.gov](mailto:zachary.florent@eoc.gov).

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### PRESENTER BIOGRAPHIES

#### **Elizabeth Cannon (she/her), Director, EEOC Seattle Field Office**



Elizabeth Cannon leads EEOC's Seattle Field Office as Field Director. Prior to her current position, she served as a Program Analyst with EEOC's Field Management Programs providing technical assistance to EEOC Field Offices, developing and implementing training, and served on the Technology Modernization Team, as well as Intake Supervisor for EEOC's Seattle Field Office. She is a graduate of the Seattle Federal Executive Board Associates Program.

Elizabeth previously volunteered with AmeriCorps VISTA in Kansas City, KS and the Peace Corps, where she taught English at a rural high school in East Java, Indonesia. Elizabeth has been recognized for outstanding public service by the Seattle Federal Executive Board. She has presented anti-harassment and anti-discrimination trainings throughout the Northwest. She is a graduate of Kansas State University, where she earned a Bachelor of Science in Psychology and a graduate of San Francisco State University, where she earned a Master of Science in Industrial/Organizational Psychology.

She is an avid outdoor enthusiast, world traveler, and a big Kansas City sports fan.

#### **Zachary Florent (he/him), Outreach and Education Coordinator, EEOC Seattle Field Office**



Zachary Florent is the Outreach and Education Coordinator for EEOC's Seattle Field Office, serving Alaska, Idaho, Montana, Oregon and Washington. In this position, he serves as a liaison for small businesses and advocacy organizations and provides both free and fee-based training on a variety of EEO topics, including the ADA, LGBTQIA+ Issues, and Respectful Workplaces. Prior to this role, he was a senior investigator in EEOC's Chicago District Office, responsible for leading complex systemic investigations and negotiating class settlements. He has been recognized by EEOC and the Seattle Federal Executive Board for outstanding service.

Prior to joining EEOC, Mr. Florent served as a Peace Corps volunteer in the Philippines where he taught English at a local high school. He is also a co-founder of a Chicago documentary theater company and a graduate of Ball State University in Muncie, Indiana.

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### **Christopher Green (he/him), Deputy Director, EEOC San Francisco District Office**

As the Deputy Director of the EEOC's San Francisco District Office, Christopher Green (he/him) helps manage the District's operations, including the enforcement of federal laws prohibiting discrimination, harassment, and retaliation in the workplace.

Mr. Green has extensive experience presenting on various EEO topics. He been an instructor for EEOC's internal investigator training since 2018 and served on the coordination team since 2020. He started as an investigator with the EEOC's Oakland office, and later served as the Director of the San Diego and Albuquerque offices.

Prior to the EEOC, he worked for a variety of non-profit organizations involved with youth empowerment and immigrant civic engagement programs. Mr. Green graduated from the University of California - San Diego where he studied U.S.-Mexico border issues.



### **Nancy A. Sienko (she/her), District Director, EEOC San Francisco District Office**

Nancy Sienko was appointed District Director of the EEOC's San Francisco District Office January 2, 2022, with a jurisdiction covering the states of Washington, Oregon, Alaska, Idaho, Montana as well as Northern California and Northern Nevada.

Nancy is a 40-year veteran with the EEOC who began her career with the agency as an Investigator in the Milwaukee District Office. During her tenure with EEOC, she served in a variety of different enforcement and management position, including Denver Field Office Director and Seattle Field Office Director. Immediately prior to her current appointment, Nancy served as Deputy District Director of the EEOC's San Francisco District Office. Throughout her employment with the Commission, she has demonstrated a strong commitment to outreach, education, partnership, and enforcement. She is active in agency outreach and training activities and sits on several boards and committees. Nancy has been an integral member of the EEOC's national training team, participating in the development and delivery of enforcement training for managers, supervisors, and investigators throughout the agency. She received her undergraduate degree from the University of Wisconsin and her graduate degree from Cardinal Stritch University.

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