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

Legal Updates Regarding Retaliation and Best Practices

May 1, 2025

11:00 am – 12:15 pm CT

Virtual via Zoom

AGENDA

Time	Presentation
10:45 am	Virtual Environment Opens
11:00 am	Opening Remarks
	Bradley A. Anderson, District Director, EEOC Birmingham District Office
11:05 am	Updates Regarding Retaliation
	Raymond Peeler, Associate General Counsel, Office of Legal Counsel, EEOC Headquarters, Washington, DC Krista Watson, Program Analyst, Office of Federal Operations, EEOC Headquarters, Washington, DC
	Some practitioners have questioned how to interpret retaliation claims under EEOC-enforced laws in the wake of a U.S. Supreme Court decision from April 2024. As retaliation is consistently the number one basis of discrimination charges filed with the EEOC, employers may wish to take a fresh look at their efforts to prevent retaliation. This session will provide valuable insights regarding recent legal decisions and developments regarding retaliation that could potentially impact your organization. Also, we will share some suggestions for preventing retaliation.
12:00 pm	Q/A
12:10 pm	Closing Remarks
	Bradley A. Anderson, District Director, EEOC Birmingham District Office
12:15pm	Adjourn

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REGISTRATION FEE: \$200.00 per person

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PRESENTER BIOGRAPHIES



Bradley A. Anderson, District Director, EEOC Birmingham District Office

Bradley A. Anderson has devoted his professional career to educate employers on their responsibilities and workers on their rights under EEO laws. He has served as the Birmingham District Director of the U.S. Equal Employment Opportunity Commission (EEOC) since June 2018. The Birmingham District has jurisdiction over Alabama, Mississippi (except 17 northern counties) and the Florida Panhandle. Bradley is responsible for the District's enforcement, mediation, litigation and outreach programs. Prior to joining EEOC, Bradley served at the U.S. Department of Labor, OFCCP from 1995 – 2018. From 2012 – 2018, Bradley led the largest region (Midwest) in OFCCP to enforce equal employment and affirmative action laws for companies doing business with the federal government. Bradley graduated from Illinois Wesleyan University in 1991 with a double major in Business Administration and Spanish. He served for two years in the U.S. Peace Corps as a Small Business Development Volunteer in Nicaragua.



Raymond Peeler, Associate General Counsel, Office of Legal Counsel, EEOC Headquarters, Washington, DC

Raymond Peeler is the Associate Legal Counsel for the U.S. Equal Employment Opportunity Commission (EEOC). He is responsible for maintaining the agency's regulations and policy initiatives concerning EEOC-enforced federal employment nondiscrimination laws, and serving as the agency's in-house counsel. Mr. Peeler represents the EEOC as a government member of the Administrative Conference of the United States (ACUS), and serves as the agency's Chief Freedom of Information Act Officer, Designated Agency Ethics Official, and Senior Agency Official for Records Management.

Mr. Peeler has worked at the EEOC for over 25 years in a variety of roles in legal policy and federal employee nondiscrimination programs. He earned his JD from Georgia State University College of Law in Atlanta, GA, and a BA from Washington and Lee University in Lexington, VA.



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Krista Watson, In-Reach and Training Coordinator for the EEOC Civil Rights Division, EEOC Headquarters, Washington, DC

This position is a recent change for Ms. Watson as she spent the last 23 years as the Lead Outreach and Education Coordinator (OEC) for the Phoenix District Office of the U.S. Equal Employment Opportunity Commission (EEOC). As the OEC she is responsible for the Phoenix District Office's Outreach and Education program in Arizona, New Mexico and Utah. Ms. Watson is a frequent speaker throughout the District about employment related matters, EEOC laws, guidance and procedures and she is a featured speaker at many conferences and meetings. In addition to her duties in the Phoenix District, Ms. Watson is a frequent trainer on national training projects. Before serving in this position, Ms. Watson was an Investigator and the Charge Receipt Supervisor. As an Investigator, Ms. Watson investigated individual and class complaints of employment discrimination. Prior to joining the Commission, Ms. Watson worked for the Department of Justice. She received her M.A. and B.A. from Western Illinois University. Ms. Watson has worked for the federal government for 33 years.

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