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U.S. Equal Employment Opportunity Commission
Phoenix District Office

Harassment Prevention: Essential Training for a Safe & Compliant Workplace

March 11, 2025

10:00 am – 12:10 pm Mountain
Virtual Workshop

AGENDA

Time (Mountain)	Presentation
9:55 am	Virtual Environment Opens
10:00 am	Opening Remarks Melinda Caraballo, District Director, U.S. EEOC, Phoenix District Office
10:05 am	Case Analysis: <i>Okonowsky v. Garland</i>, 109 F.4th 1166 (9th Cir. 2024) Sheryl Hayashi, Director, U.S. EEOC, Denver Field Office
	Workplace harassment cases continue to influence employment law, and <i>Okonowsky</i> demonstrates the serious legal consequences of violating EEOC regulations. This session will explore how social media conduct can result in EEOC violations by analyzing the case, identifying the specific laws that were breached, and examining the court's interpretation of employer liability.
11:05 am	Navigating Employer Liability – How to Implement Best Practices Sheryl Hayashi, Director, U.S. EEOC, Denver Field Office Patricia McMahon, Outreach/Education Coordinator, EEOC, Phoenix District Office
	Preventing workplace harassment goes beyond compliance – it requires proactive strategies that foster respect and accountability. This workshop equips employers with EEOC best practices, effective tools, and leadership strategies to build a safe, professional workplace.
12:05 pm	Closing Remarks Sheryl Hayashi, Director, U.S. EEOC, Denver Field Office
12:10 pm	Adjourn

Patricia McMahon
720-799-3636
patricia.mcmahon@eeoc.gov



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REGISTRATION FEE: \$275.00 per person

REGISTER HERE: [Phoenix Virtual Workshop](#)

CREDITS:

HRCI – This program has been submitted to the HR Certification Institute for review.

SHRM – submitted for approval.

CLE – seeking credit approval for the following states:

CO: 2.4 CLE general credits

AZ, NM, UT, and WY: 2.0 CLE general credits

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

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PRESENTER BIOGRAPHIES



Sherrie Hayashi, Director, U.S. EEOC, Denver Field Office:

Sherrie Hayashi comes to EEOC after having served for a year as the Enforcement Branch Chief with the U.S. Department of Housing & Urban Development, Fair Housing & Equal Opportunity in Region 8 (Denver). Prior to that, Sherrie served for 8 years as the Director of the Office of Equal Opportunity and Affirmative Action and Title IX Coordinator at the University of Utah ensuring that the institution was in compliance with various antidiscrimination laws including employment, housing, education, healthcare and other similar state and federal requirements. Prior to working in higher education, she served in multiple roles at the Utah Labor Commission including Commissioner of the Utah Labor Commission and Director of the Antidiscrimination & Labor Division (UALD) which is the state agency responsible for enforcement of Utah's employment and housing discrimination laws. Sherrie began her career as a contract investigator with UALD investigating employment discrimination complaints after graduating with her J.D. from the University of Utah. She has also served as associate general counsel for the Labor Commission and was an assistant attorney general with the Utah Office of the Attorney General.

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Patricia McMahon, Outreach and Education Coordinator, U.S. EEOC, Phoenix District Office

Patricia McMahon serves as the Outreach and Education Program Coordinator for the Phoenix District Office. In this role she serves as a speaker and panelist on technical aspects of EEOC's policies and procedures. She also serves as the Public Affairs Officer for the Phoenix District Office; trainer for the EEOC National Training Institute; the congressional liaison for the Phoenix District Office; Language Assistance Officer (LAO) for the Denver Field Office under the Language Access Plan which is overseen by the EEOC-Office of Federal Programs; and serves as the Phoenix District Office Small Business Ombudsman. In January 2023, she concluded her detail as the Region VIII Lead for the White House Initiative on Asian Americans and Pacific Islanders and remains active in the Regional Network serving as a liaison for the EEOC – Phoenix District Office.

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