



# EEOC

## TRAINING INSTITUTE

U.S. Equal Employment Opportunity Commission  
Los Angeles District Office

## EEO Basics – From Theory to Application

**April 30, 2025**

**9:00 am – 12:15 pm (PDT)**

**12:00 pm – 3:15 pm (EDT)**

### AGENDA

Time	Presentation
8:50 am	Virtual Environment Opens
9:00 am	<b>Opening Remarks</b> Christine Park-Gonzalez, District Director, EEOC Los Angeles District Office
9:05 am	<b>The World of EEO</b> Nicole St. Germain, Lead Outreach & Education Coordinator, EEOC Los Angeles District  This dynamic session will introduce and review the world of EEO including: EEO laws; differential treatment, harassment and retaliation; liability; and how adhering to EEO laws and principles can have a positive impact on the daily work of supervisors and managers.
10:35 am	Break
10:40 am	<b>Recognizing EEO Situations at Work</b> Nicole St. Germain, Lead Outreach & Education Coordinator, EEOC Los Angeles District  Following up on the World of EEO – attendees will be provided with real-life discussions, scenarios, and examples to assist individuals in recognizing EEO situations that arise in the workplace and some best practices for addressing them.
12:10 pm	<b>Closing Remarks</b> Christine Park-Gonzalez, District Director, EEOC Los Angeles District Office
12:15pm	Adjourn

Nicole St. Germain  
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**REGISTRATION FEE:** \$300.00 per person

**REGISTER HERE:** [EEO Basics – From Theory to Application](#)

**CREDITS:**

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

SHRM – submitted for approval

CLE – approved for 3 hours of credit in California. Seeking credit for Nevada.

This workshop has been submitted for Federal Counselor or Investigator Refresher credits (3 hours).

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### PRESENTER BIOGRAPHIES (200-word maximum)



#### **Christine Park-Gonzalez, U.S. Equal Employment Opportunity Commission**

Christine Park-Gonzalez currently serves as the District Director for the Los Angeles District of the U.S. Equal Employment Opportunity Commission (EEOC). The EEOC enforces federal laws which prohibit discrimination in the workplace. As such, she oversees the processing of employment discrimination charges filed within the Los Angeles District which includes Central and Southern California, Southern Nevada, the state of Hawaii, and the U.S. territories of Guam, American Samoa, Wake Islands and the Commonwealth of Northern Mariana Islands.

Christine joined the EEOC in 2001, initially as an Enforcement Investigator, later serving as an Enforcement Supervisor and then as the Program Analyst for Outreach & Public Relations. She was appointed to the Deputy District Director position in 2015, Acting District Director since October 2021. In February of 2023, Christine was appointed the District Director for the Los Angeles District by Chair Charlotte Burrows.

Christine has served on national EEOC task forces established to address how to enhance services for groups such as immigrant and migrant workers, human trafficking victims and small businesses. Christine is a former news reporter and earned a B.A. in History and Spanish from the University of California at Berkeley.



#### **Nicole St. Germain, U.S. Equal Employment Opportunity Commission**

Nicole St. Germain serves as the Lead Outreach and Education Coordinator and Public Relations Manager for the Los Angeles District of the United States Equal Employment Opportunity Commission (EEOC), the agency that enforces federal laws which prohibit employment discrimination. Nicole oversees the education and outreach initiatives along with public relations for the Los Angeles District, which includes central and southern California, southern Nevada, Hawaii, and the U.S. territories of Guam, American Samoa, Wake Islands, and the Commonwealth of the Northern Mariana Islands.

Nicole joined the EEOC in 2009 and has held the positions of Enforcement Investigator and Systemic Investigator. She was appointed to the position of Outreach & Education Coordinator and Public Relations Manager in 2016. She is a sought-after trainer and subject matter expert. In 2022 she was detailed to the Office of Communications and Legislative Affairs as a Public Affairs Specialist. Also in 2022, Nicole received the EEOC's Emerging Leader Award, a prestigious national award recognizing her commitment to the agency's mission.

Prior to joining the EEOC, Nicole was a Probation/Parole Officer for the Commonwealth of Virginia. Nicole holds a graduate degree in Forensic Psychology, undergraduate degrees in Sociology and Criminal Justice, and is fluent in American Sign Language.

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