



# EEOC

## TRAINING INSTITUTE

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

# **Frontline Supervisors, Accommodations, and Retaliation**

**July 17, 2025**

**8:30 am – 12:10 pm Pacific Time**

## **Virtual Workshop**

Set your frontline supervisors up for success: this three hour workshop will cover the most important concepts to keep in mind when responding to accommodation requests involving religion, disability or pregnancy and preventing retaliation. As subject matter experts AND as managers who've fielded requests themselves, former and current EEOC San Francisco District Directors Nancy Sienko and Chris Green will help you properly train new leaders to handle reasonable accommodations, prevent rookie mistakes and build leadership skills!

## **AGENDA**

<b>Time</b>	<b>Presentation</b>
8:30 am	Virtual Environment Opens
9:00 am	<b>Understanding Accommodations under Title VII, the ADA and PWFA</b>
	Learn what the law requires you to do when workers request accommodations due to religion, disability, or pregnancy, childbirth or related medical conditions. We'll cover the nuances of the interactive process, examples of reasonable accommodations, and explain what constitutes "undue hardship" according to these laws.
10:30 am	10 Minute Break
10:40 am	<b>Applying Your Learning, and Preventing Retaliation</b>
	Review the definition of retaliation in the context of accommodation and practice applying your ability to recognize accommodation requests, identify key issues, questions to ask, next steps to take. We will conclude the session with audience questions and employer best practices.
12:10 pm	Adjourn

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**REGISTRATION FEE:** \$300.00 per person

**REGISTER HERE:** [\[insert link for San Francisco Virtual Workshop\]](#)

**CREDITS:**

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

**SHRM** – This program has been submitted for approval.

**CLE** – This program has been seeking credit for California.

This workshop is seeking **Federal Counselor** or **Investigator Refresher credits**.

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 by March 28, 2025), please contact the event organizer Linda Li, 650-684-0928, [linda.li@eeoc.gov](mailto:linda.li@eeoc.gov).

Linda Li  
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### PRESENTER BIOGRAPHIES

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

As the newly appointed District Director of the EEOC's San Francisco District Office, effective Jan. 13, 2025, Christopher Green (he/him) provides guidance and support to local offices under his district in matters of investigation, charge processing, education, outreach and other areas.

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. From 2022 until now, he served as deputy district director for the EEOC's San Francisco District office, managing the district's operations, including the enforcement of federal laws prohibiting discrimination, harassment and retaliation in the workplace.

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

**Nancy A. Sienko (she/her)**

Nancy Sienko recently retired from her position as District Director of the EEOC's San Francisco District Office in December 2024. Her career with the EEOC began in the Milwaukee District Office as an investigator, and has included a variety of different enforcement leadership positions, including Denver Field Office Director and Seattle Field Office Director, as well 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 was active in agency outreach and training activities and was 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.