



# EEOC

## TRAINING INSTITUTE

**U.S. Equal Employment Opportunity Commission**  
**New Orleans Field Office**

# **Navigating Through the Employment Laws**

**July 30, 2025**

**10:00 am – 2:15 pm Eastern Time**

**Virtual**

## **AGENDA**

<b>Time</b>	<b>Presentation</b>
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9:55 am	<b>Virtual Workshop Opens</b>
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10:00 am	<b>Opening Remarks</b>
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Michael Kirkland, Director, New Orleans Field Office

10:05 am	<b>Navigating Employment Issues under Title VII</b>
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Jacqueline Barber, Sr. Trial Attorney, New Orleans Field Office

This session will explore Title VII of the Civil Rights Act of 1964, which prohibits employment discrimination based on race, color, religion, sex, or national origin. Attendees will gain a clearer understanding of employers' responsibilities under Title VII, with a focus on compliance in recruitment and hiring practices. The session will also highlight recent case law developments that continue to shape the interpretation and enforcement of this critical civil rights legislation.

11:05 am	<b>Navigating Employment Issues under the ADEA</b>
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Shavonne Jordan, Attorney Advisor, Office of Legal Counsel

This workshop presentation provides a foundational overview of the Age Discrimination in Employment Act of 1967 (ADEA), which protects applicants and employees aged 40 and older from discrimination based on age in areas such as hiring, promotion, discharge, compensation, and other terms or conditions of employment. The purpose of the training is to equip attendees with the essential knowledge and practical tools needed to understand and comply with the ADEA. Participants will explore key topics including *who is covered under the Act, the fundamental provisions of the ADEA, prohibited*

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### Time Presentation

*employment practices such as disparate treatment and harassment, and critical considerations around hiring practices.* The session will also address the legal requirements and implications of waivers of ADEA claims or rights, helping ensure compliance and promote equitable workplace practices.

12:05 pm Break

12:10 pm Navigating Employment Issue under the ADA

Sarah DeCosse, Assistant Legal Counsel, Office of Legal Counsel

This 1-hour presentation will provide participants with a focused overview of key provisions of the Americans with Disabilities Act (ADA), with special attention to updates introduced by the ADA Amendments Act. Attendees will gain a clearer understanding of the expanded definition of “disability” and its implications for workplace compliance. The session will also explore core concepts surrounding reasonable accommodations, offering practical guidance on how to assess and implement them effectively. In addition, it will shed light on the often-overlooked, two-part analytical framework used in evaluating the “direct threat” defense. To support continued learning, the presentation will conclude with an introduction to a range of disability-related resources available from the EEOC.

1:10 pm Navigating the Issue of Psychological Safety in the Workplace

Dr. Leah Raby, Executive Director of Louisiana Commission on Human Rights, Office of the Governor

*Psychological Safety in the Workplace: Cultivating Trust, Navigating Dynamics, and Building Lasting Impact* explores how leaders and teams can foster environments where individuals feel safe to take risks, share ideas, and acknowledge mistakes without fear of judgment or retaliation. This session delves into the foundational role of trust—distinguishing between cognition-based and affect-based trust—and illustrates how psychological safety drives innovation, collaboration, and high performance. Participants will examine both the benefits and potential pitfalls of psychological safety, gaining insight into the real organizational costs when it is absent. The session culminates in a

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### **Time      Presentation**

live role-playing scenario, offering a hands-on opportunity to navigate team tension and practice strategies for rebuilding trust in real time."

2:10 pm      Closing Remarks

2:15 p.m.      Adjourn

**REGISTRATION FEE: \$350.00 per person**

**REGISTER HERE:** [EEOC Training Institute](#)

### **CREDITS:**

HRCI – Approved for (4 hours) of credit.

SHRM – Approved for (4 hours) of credit.

CLE – Approved (4 hours) credit for Louisiana.

This workshop has been approved for (4 hours) of Federal Counselor or Investigator Refresher credits.

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### PRESENTER BIOGRAPHIES

#### Jacqueline Barber

EEOC New Orleans Field Office  
Sr. Trial Attorney



Ms. Jacqueline Barber joined the EEOC in September 2023 and proudly serves as a Senior Trial Attorney in the New Orleans Field Office. As a trial attorney, Ms. Barber represents the Commission in harassment and discrimination cases involving Title VII, the Americans with Disabilities Act, the Age Discrimination in Employment Act, the Pregnant Workers Fairness Act, the Pregnancy Discrimination Act, the Equal Pay Act, and the Genetic Information Nondiscrimination Act. Most recently, Ms. Barber obtained a Consent Decree with monetary relief for the Charging Party and other equitable relief in a Title VII case involving sexual harassment and retaliation. Ms. Barber earned a B.A. in English from the University of California, Los Angeles (UCLA) (2008) and a J.D. from Tulane University Law School (2013), where she was a member of the Tulane Journal of Law & Sexuality and published a Case Note on a significant sex-based discrimination decision. Before joining the EEOC, Jacqueline litigated a variety of civil actions in private practice and served as a law clerk to Hon. Judge John D. Saunders at the Louisiana Third Circuit Court of Appeal. In her spare time, Ms. Barber is an enthusiastic patron of local restaurants and live music venues.

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### **L. Shavonne Jordan**

Attorney Advisor, Office of Legal Counsel  
U.S. Equal Employment Opportunity Commission

Ms. Jordan works as an Attorney Advisor in the U.S. Equal Employment Opportunity Commission's (EEOC) Office of Legal Counsel's ADEA & Coordination Division, where she advises the Commission on the interpretation and application of the Age Discrimination in Employment Act of 1967. In this role, Ms. Jordan also coordinates with other federal agencies to ensure compliance and consistency in the enforcement of EEO laws, review regulations and policies, and develop technical assistance guidance to federal agencies. Prior to joining the EEOC, Ms. Jordan worked in the areas of equal employment opportunity and civil rights for other federal agencies and in private practice where she assisted in establishing effective procedures for the adjudication of complaints under Title VII of the Civil Rights Act of 1964. Ms. Jordan has over 15 years of federal government experience in equal employment opportunity, human resource management, and the enforcement of EEO compliance in private and federal sectors. She received her B.S. from Georgia State University and her J.D. from North Carolina Central University Law School.



### **Sarah DeCosse**

EEOC Office of Legal Counsel  
Assistant Legal Counsel, Office of Legal Counsel

Ms. Sarah DeCosse is the Assistant Legal Counsel for the Americans with Disabilities Act (ADA) and Genetic Nondiscrimination Act (GINA) Division of the U.S. Equal Employment Opportunity Commission's (EEOC) Office of Legal Counsel (OLC). Prior to joining EEOC, Ms. DeCosse worked in the Civil Rights Division of the U.S. Department of Justice addressing related disability rights and employment discrimination matters.

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### **Dr. Leah Raby, Executive Director**

Louisiana Commission on Human Rights  
Office of Governor

Dr. Leah Raby is a seasoned leader, educator, and public policy expert with over 28 years of experience in state government and higher education. She serves as the Executive Director of the Louisiana Commission on Human Rights, where she oversees the enforcement of state and federal anti-discrimination laws in partnership with the U.S. Equal Employment Opportunity Commission (EEOC). Dr. Raby is also a respected adjunct professor at the University of Arizona Global Campus and Upper Iowa University, specializing in Public Administration and Healthcare. A certified mediator and sought-after speaker, she has led workplace equity initiatives and facilitated training for professionals across industries on employment law and fostering respectful, inclusive environments. Her visionary leadership extends to serving on the Board of Directors for the International Association of Official Human Rights Agencies. Dr. Raby is a chartering member of the National Coalition of 100 Black Women of Metropolitan Baton Rouge and a dedicated member of Delta Sigma Theta Sorority, Incorporated. She is passionate about promoting fairness, supporting professional development, and advancing policies that ensure equal opportunity. With a Ph.D. in Public Policy, Dr. Raby continues to shape the landscape of human rights, education, and community advancement.

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