



EEOC

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U.S. Equal Employment Opportunity Commission
Philadelphia District Office

Creating a Culture of Compliance

April 10, 2025

12:00 pm – 4:00 pm Eastern

Virtual Workshop

AGENDA

Time Presentation

11:30 am Virtual Environment Opens

12:00 pm Opening Remarks

Jamie Williamson, District Director, EEOC Philadelphia District Office

Terrence Carr, Outreach and Education Coordinator, EEOC Philadelphia District Office

12:10 pm Harassment Prevention and Affirmative Defenses: Terrence Carr

This class will equip participants with the tools to cultivate a workplace culture that prioritizes compliance and legal risk mitigation through effective policies, training, investigations, and accountability measures. Participants will gain an understanding of the importance of well-crafted policies, the essential components of compliance programs, and how proactive EEO strategies can reduce the risk of Title VII workplace harassment claims. The course will also cover how implementing robust policies and procedures strengthens an organization's affirmative defense in Title VII harassment cases.

1:10 pm Break

1:20 pm The Leader's Role in Culture and Compliance: Jamie Williamson

Participants will gain practical skills to establish a workplace culture that prioritizes integrity, respect, and compliance at all levels. This course emphasizes the critical role leaders play in fostering a culture of ethical integrity and legal compliance within their organizations. Participants will explore strategies for embedding compliance principles into corporate culture, emphasizing ethical leadership and aligning organizational behaviors with legal and moral standards. The course highlights the importance of civility, respect, and effective communication in creating a productive work environment through conflict resolution, clear behavioral standards, and the leader's influence in shaping positive team dynamics.

2:30 pm Break

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Time Presentation

2:40 pm **Beyond Compliance: An Ethical Approach to EEO law**

Jonathan A. Segal, Partner and Managing Principle, Duane Morris Institute

This course goes beyond the basics of legal compliance to explore the ethical foundations of Equal Employment Opportunity (EEO) law and its role in creating fair and respectful workplaces. Through real-world scenarios and case law analysis participants will learn how to embed ethical decision-making into policies, leadership practices, and organizational culture. The course will examine the intersections of law and ethics in critical HR functions—such as recruitment, accommodations, and performance management—and demonstrate how an ethical approach can reduce legal risk, strengthen affirmative defenses, and foster employee trust and engagement.

3:50 pm **Closing Remarks**

Terrence Carr, Outreach and Education Coordinator, EEOC Philadelphia District Office

4:00 pm **Adjourn**

REGISTRATION FEE: \$350.00 per person

REGISTER HERE: [Creating a Culture of Compliance](#)

CREDITS:

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

SHRM – submitted for approval.

CLE – seeking credit for OH. Credits approved for PA (3 hours).

Federal Counselor or Investigator Refresher credits submitted for approval.

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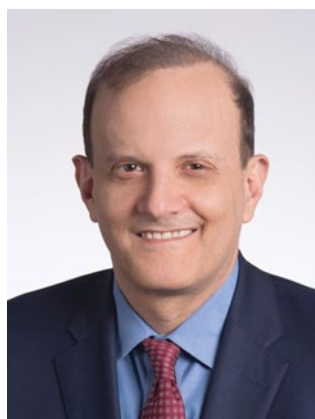


Terrence W. Carr, Outreach & Education Coordinator, EEOC Philadelphia District Office

Terrence W. Carr is the Outreach and Education Coordinator in the EEOC Philadelphia District, where he develops comprehensive outreach, public relations, technical assistance, and training programs, consistently delivering engaging sessions to audiences across DE, MD, NJ, OH, PA, and WV. Before joining the EEOC, Mr. Carr excelled as a Strategic Implementation Project Manager at the Cleveland Metropolitan School District, managing large-scale initiatives and projects.

Mr. Carr's extensive background includes 20 years of distinguished military service in the United States Air Force and over a decade of humanitarian work. He led an international nonprofit organization, organizing medical outreach missions and managing construction projects throughout Asia.

Mr. Carr holds a Bachelor of Science in Engineering Administration and Management from Park University, along with associate degrees in Instructional Technology, Business Management, and Construction Technology. He has earned the USAF's prestigious Master Instructor certification and holds master's certificates in Project Management, Lean Six Sigma, and Agile Management from Cornell University and Villanova University.



Jonathan A. Segal, Partner and Managing Principal, Duane Morris Institute

Jonathan Segal is a partner in Duane Morris LLP's Employment Group and the founder of the Duane Morris Institute, which provides business-focused training to HR professionals, in-house counsel, and business leaders on various employment issues.

Jonathan's practice focuses on maximizing legal compliance, minimizing risk, and integrating culture with compliance. He helps clients develop systems to prevent and address discrimination, harassment, and retaliation, offering guidance on both privileged and non-privileged investigations. He also advises employers on reasonable accommodations related to disabilities, pregnancy, and religious practices.

For more than 25 years, Jonathan has trained federal judges and members of the judiciary on employment matters. He has testified before the EEOC and Congressional Committees on issues including harassment and is an active member of the EEOC's Task Force on Harassment.

At both national and local levels, Jonathan has spoken at EEOC-sponsored conferences on topics such as antisemitism, various forms of harassment, and COVID-19. He has published nearly 450 articles and blogs on platforms including Bloomberg, Fortune, Entrepreneur, and SHRM.

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Jamie Williamson, District Director, EEOC Philadelphia District Office



Jamie R. Williamson became the District Director of the EEOC Philadelphia District Office in December 2017. Prior to this appointment, former Governor Deval Patrick appointed her as a Commissioner of the Massachusetts Commission Against Discrimination (MCAD) in 2010, and she became its Chair in 2014. In that role, she oversaw the administration, adjudication, and education of civil rights matters throughout the Commonwealth of Massachusetts, serving until her transition to the EEOC.

Before joining the MCAD, Ms. Williamson served as the Executive Director of the Massachusetts Fair Housing Center, a private nonprofit fair housing organization. In 2005, the Supreme Judicial Court of Massachusetts appointed her to the state's Access to Justice Commission—a body created to provide leadership, vision, and coordination in ensuring access to civil justice for families and individuals in the Commonwealth. She is also the founder of the Northeast Civil Rights & Fair Housing Conference.

Ms. Williamson has received several prestigious awards and citations for her leadership in civil rights, education, and enforcement. She is a certified mediator and a graduate of Smith College in Northampton, MA.