

**Fee — \$349 per day**

**Early/Online Discount**  
\$319 (\$638 both days)  
for on-line registration or  
if payment is received by **July**  
**26, 2011.**

**August**  
**25-26, 2011**

**REGISTER NOW**  
[www.eetraining.eeoc.gov](http://www.eetraining.eeoc.gov)

**ENHANCE YOUR EEO KNOWLEDGE** at the 2011 seminar sponsored by the EEOC Atlanta District Office. The Seminar will be held at the sophisticated Marriott Marquis conveniently located in downtown Atlanta.



# EEOC Atlanta Seminar

U.S. Equal Employment Opportunity Commission

## 2011 SEMINAR LOCATION

**Atlanta Marriott Marquis**  
265 Peachtree Center Avenue  
Atlanta, GA 30303  
1 (800)266-9432

## Questions about the seminar?

**Terrie Dandy**  
(404) 562-6811  
(404) 562-6801 (TTY)  
[terrie.dandy@eeoc.gov](mailto:terrie.dandy@eeoc.gov)

**Dorothy Stewart**  
(404) 562-6930  
[dorothy.stewart@eeoc.gov](mailto:dorothy.stewart@eeoc.gov)

**TRAINING YOU CANNOT AFFORD TO MISS!**  
Join us for the latest developments in EEO law and best practices — from the experts who enforce the law.



**EEOC**  
**Training Institute**  
*...Learn from the Experts*

# EEOC Atlanta Seminar

Thursday, August 25  
Friday, August 26

## Training Institute Policies - Event # 11TATL01

### **PAYMENT — \$349 per day (\$698 for both days)**

Fee includes seminar, lunch, refreshments at breaks and a seven volume EEO library. **PAYMENT MUST ACCOMPANY REGISTRATION.**

### **GET A DISCOUNT PRICE of \$319 per day (\$638 for both days)** by

1) registering on-line with a credit card or electronic check payment, or  
2) registering early (check or credit card payment must be received 30 days before the seminar). NOTE: All credit card charges will be listed as EEOC Training Institute on your statement.

**PAYING BY GOVERNMENT PURCHASE ORDER** *Please note: This type of payment is not eligible for early bird discount.*

**State and local government registrants** should provide a copy of the purchase order, purchase order number, billing name and address and instructions, and agency tax ID number. "Purchase order number" could also be a requisition or document number, as appropriate. Please provide the name and phone number of a contact person for questions re: purchase order and payment.

**Federal government registrants:** We only accept Federal purchase orders over \$2,500. Please contact our customer service staff at 866.446.0940 or send an email to [eeoc.traininginstitute@eeoc.gov](mailto:eeoc.traininginstitute@eeoc.gov) for more information.

**REGISTRATION —** Register at [www.eeotraining.eeoc.gov](http://www.eeotraining.eeoc.gov). Credit card and electronic bank check registrations will receive immediate confirmation.

You may also **MAIL** your registration application with payment to **EEOC TRAINING INSTITUTE, 6501 RED HOOK PLAZA, SUITE 201, ST. THOMAS, VIRGIN ISLANDS 00802** OR **FAX** your registration with payment to **703.787.8090**.

**CONFIRMATION —** Registrants will receive written email or fax confirmation upon receipt of completed registration application and payment. Space is limited, so register early, preferably at least 14 days prior to the seminar. Late registrations will be accepted on a space-available basis. Confirmation email should be brought to the event.

### **CANCELLATIONS, REFUNDS, NO SHOWS, WALKINS, TRANSFERS**

Cancellations received more than 7 business days prior to the seminar are eligible for a refund less a \$35 processing fee. No shows are not eligible for a refund. Substitutions may be made prior to the beginning of the seminar. Registrants are allowed one transfer to another 2011 seminar at no fee.

**REASONABLE ACCOMMODATION REQUESTS —** Please describe your accommodation needs due to a disability on the registration application and we will respond to you.

**EEOC Tax ID #**  
**52-0812909**

### **QUESTIONS ABOUT REGISTRATION?**

**1.866.446.0940**

**TTY# 1.800.828.1120**

[eeoc.traininginstitute@eeoc.gov](mailto:eeoc.traininginstitute@eeoc.gov)

### **Hotel Arrangements**

*Registrants are responsible for their own hotel arrangements.*

### **EEOC conference rate**

**\$132 per night plus tax**

Atlanta Marriott Marquis  
265 Peachtree Center Ave  
Atlanta, GA 30303

### **Group Code: EEOC 2011**

Call 1-800-266-9432 or  
reserve on-line at  
<https://resweb.passkey.com/go/eeoo2011>  
before July 26, 2011.

# EEOC Atlanta Seminar

Thursday, August 25th **AGENDA DAY 1**

- |                         |  |
|-------------------------|--|
| <b>8:00 – 9:00 AM</b>   | <b>Registration and Continental Breakfast</b>  |
| <b>9:00 – 9:30 AM</b>   | <b>Welcome &amp; Opening Remarks</b><br><i>Bernice Williams-Kimbrough, Director, EEOC Atlanta District Office</i><br><i>Terrie Dandy, Outreach Manager, EEOC Atlanta District Office</i>   |
| <b>9:30 – 11:00 AM</b>  | <b>Peering Through the Window of the 2010 Census: Implications for U.S. Workplaces &amp; Consumer Markets</b><br>Census 2010 will likely confirm six disruptive demographic trends of the first decade of the new millennium. This presenter discusses the impact of these emergent trends on U.S. workplaces and consumer markets as well as challenges they pose for the nation's future competitiveness in the global marketplace.<br><i>Dr. James H. Johnson, Jr., University of North Carolina at Chapel Hill</i>   |
| <b>11:00 – 11:15 AM</b> | <b>Morning Break</b>   |
| <b>11:15 – 12:15 PM</b> | <b>Implementing the Final Regulations of the ADA Amendments Act</b><br>Learn about the changes to the ADA and what they mean for you as an employer. An EEOC attorney will review the EEOC final regulations to implement the ADA Amendments Act and also discuss changes to the ADA as a result of the ADA Amendments Act of 2008.<br><i>James Cerwinski, Esq., Trial Attorney, EEOC Atlanta District Office</i>  |
| <b>12:15 – 1:30 PM</b>  | <b>Conference Luncheon - Networking Opportunity</b>  |
| <b>1:30 – 3:00 PM</b>   | <b>Top Mistakes in Employment Litigation (And How to Avoid Them)</b><br>Hear from an experienced employment discrimination litigator about the mistakes employers make and how to prevent them in your workplace. From internal investigations to termination decisions to steering clear of retaliation, learn how you can avoid these common missteps.<br><i>Rebecca Shanlever, Esq., Troutman Sanders</i>   |
| <b>3:00 – 3:15 PM</b>   | <b>Afternoon Break</b>   |
| <b>3:15 – 4:15 PM</b>   | <b>Pregnancy &amp; Other Forms of Gender Discrimination</b><br>Gender discrimination is an employment issue that frequently arises in the workplace and presents a litigation minefield. EEOC statistics demonstrate an increase in the filing of gender discrimination charges over the years. This presentation will cover the forms of gender discrimination, including pregnancy discrimination, sexual harassment, hostile work environment, and other conduct that constitutes gender discrimination. The session will also include best practices for preventing gender discrimination in the workplace.<br><i>Lawrence Ashe, Esq., Ashe, Rafuse &amp; Hill, LLP</i><br><i>Tunisia Staten, Esq., Ashe, Rafuse &amp; Hill, LLP</i> |
| <b>4:15 – 4:30 PM</b>   | <b>Closing Remarks &amp; Evaluations</b>   |

**Credits:** HCRI Recertification credits available. CLE credits will be sought from the Georgia State Bar. Each seminar day meets the 8-hour yearly refresher training requirement for Federal agency investigators.

# EEOC Atlanta Seminar

Friday, August 26th **AGENDA DAY 2**

- 8:00 – 9:00 AM**      **Registration and Continental Breakfast**
- 9:00 – 9:15 AM**      **Opening Remarks**  
*Bernice Williams-Kimbrough, Director, EEOC Atlanta District Office*
- 9:15 – 10:45 AM**      **Legal Update - Recent Court Decisions and Their Impact on Employer Responsibilities**  
EEO law is dynamic, ever changing and developing as the courts interpret and apply the law to a rapidly changing workplace. Join us for a review of the most interesting and far reaching decisions issued by the courts in the last year and the EEOC's official response.  
*Peggy Mastroianni, Legal Counsel, U.S. EEOC, Office of Legal Counsel*
- 10:45 – 11:00 AM**      **Morning Break**
- 11:00 – 12:15 PM**      **Alternative Dispute Resolution (ADR) - How It Works & How It Can Work for You**  
The EEOC ADR/mediation program has made remarkable progress in achieving successful resolutions. EEOC's mediations offer both traditional and creative approaches to resolving employment disputes designed to meet the needs and interests of the parties. Hear perspectives of both employer and charging party representatives who have participated in the EEOC ADR program and the advantages of ADR.  
*Donna Buford, Mediator, EEOC Atlanta District Office*  
*Lorraine Sanchez-Hayes, The Consensus Group / Sanchez-Hayes & Associates*  
*William Clifton, Esq., Constangy, Brooks & Smith*  
*Peggy Prescott, Director of Human Resources, The Kroger Co.*
- 12:15 – 1:30 PM**      **Conference Luncheon - Networking Opportunity**
- 1:30 – 3:00 PM**      **Workplace Retaliation: Minimize Your Risk**  
Recent Supreme Court decisions have greatly expanded the scope and protections for those who complain formally or informally about discrimination. The number of retaliation charges and lawsuits continues to grow and will grow even more for the foreseeable future. This presentation will discuss the ways in which the anti-retaliation protections have expanded, and what employers can and should do to cope with the new risks these changes have created.  
*John Wymer, Esq., Paul, Hastings, Janofsky & Walker LLP*  
*Samuel Matchett, Esq., King & Spalding LLP*
- 3:00 – 3:15 PM**      **Afternoon Break**
- 3:15 – 4:30 PM**      **Ask the EEOC**  
You've asked for it and now it's here. A panel of EEOC experts are taking your questions on EEOC laws, compliance, charge processing procedures, the Federal sector process, Requests for Information, Letters of Determination, etc. Don't miss this opportunity to "Ask the EEOC."  
*Robert Dawkins, Esq., Regional Attorney, EEOC Atlanta District Office*  
*Manuel Zurita, Deputy Director, EEOC Atlanta District Office*  
*Lana Layton, Esq., Administrative Judge, EEOC Atlanta District Office*
- 4:30 PM**      **Closing Remarks & Evaluations**

# EEOC ATLANTA SEMINAR

Event No.  
11TATL01

Person Filling Out this Form (if different from registrant)

2011

## REGISTRATION FORM: Please use a separate form for each attendee

Enrollment for both **Day 1 and 2, August 25 and 26**

Enrollment for **Day 1 Thursday, August 25**

Enrollment for **Day 2 Friday, August 26**

Have you attended an EEOC-sponsored seminar, course or conference in the last 5 years?  Yes  No

### # Employees at your facility?

- Under 50
- 50-99
- 100-249
- 250-499
- 500-999
- 1,000+

### Your Organization:

- Federal Gov't
- State/Local Gov't
- Private
- Private with an interest in Fed Trng

### Your Position:

- Attorney
- EEO Director, Manager, Supervisor
- EEO Professional (Investigator, Counselor, Specialist)
- HR Director, Manager, Supervisor
- HR Staff
- Mediator, ADR
- Other Manager, Supervisor
- President, CEO, Owner
- Union Representative
- Other \_\_\_\_\_

### How did you learn about this seminar?

- Brochure in mail
- Colleague
- EEOC event
- Email
- Website/Internet
- Newspaper/Newsletter
- Professional Organization
- SHRM
- Other \_\_\_\_\_

First Name \_\_\_\_\_ MI \_\_\_\_\_ Last Name \_\_\_\_\_

Title \_\_\_\_\_

Organization \_\_\_\_\_ Suborg \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

E-Mail \_\_\_\_\_

Business Telephone ( ) \_\_\_\_\_ ( if TTY, please check here  )

Fax No. ( ) \_\_\_\_\_ Company/Agency Tax ID Number \_\_\_\_\_

Do you require a reasonable accommodation, due to a disability, to attend?  No  Yes

I request the following accommodation/special diet: \_\_\_\_\_

## PAYMENT AMOUNT

**One Day**  \$349 **\$319\* Discount Price** **Two Days**  \$698 **\$638\* Discount Price**

\* *Discount price available for credit card/electronic check payment up until the day before the event and for mailed check/faxed credit card payment received 30 days before the seminar.*

## PAYMENT TYPE

**Credit Card**  MasterCard  Visa  American Express  Discover

Account # \_\_\_\_\_ Exp. Date \_\_\_\_\_

Card Security Code (3 or 4 un-embossed digits near signature block) \_\_\_\_\_

Cardholder Name (please print) \_\_\_\_\_

Signature \_\_\_\_\_

Cardholder Email \_\_\_\_\_

**Check** Payable to EEOC Training Institute

**State/Local Gov't Purchase Order** (Attached)- **P.O. #** \_\_\_\_\_

Final Payment Method  Check  Credit Card (fill out above)

Billing Agency Name & Address \_\_\_\_\_

Name/Phone or Email # of PO Contact \_\_\_\_\_

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**By registering for a Training Institute event or ordering a product, you agree to all applicable Institute policies.**

# EEOC ATLANTA SEMINAR

## TOP 5 REASONS TO ATTEND

### 2011 SEMINAR LOCATION

**Atlanta Marriott Marquis**  
265 Peachtree Center Avenue  
Atlanta, GA 30303

### DIRECTIONS

A destination downtown Atlanta hotel conveniently located in Peachtree Center with indoor connection to MARTA, restaurants, and other amenities. It is also near Atlanta attractions such as the GA Aquarium, World of Coca-Cola, CNN Center, Philips Arena, the GA Dome and the GA World Congress Center.

**North on I-75/85** take Exit 248C (Andrew Young International Blvd). Turn left on Andrew Young International Blvd. then right on Peachtree Center Ave. Hotel is 2 blocks on the right.

**South on I-75/85** take Exit 249A (Courtland St). Go to 3rd light. Turn right on Andrew Young International Blvd. Go 1 block to Peachtree Center Ave. Turn right. Hotel is 2 blocks on the right.

The nearest **TRAIN/MARTA STATION** is Peachtree Center.

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- **Prepare for tough HR decisions** concerning disability, leave and accommodations, retaliation and harassment.
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- **Learn best practices** from experts who will keep your approach to EEO up to speed with the latest changes in the EEO laws and innovations in the workplace.
- **Meet the people who enforce the laws** and discover how EEOC analyzes key EEO issues.
- **Receive your own EEO Library**, a searchable eight-volume Resource Guide.



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Training Institute  
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**LET EEOC BE YOUR  
TRAINING RESOURCE**

For more information contact:  
**Terrie Dandy at (404) 562-6811**

**TTY (404) 562-6801**  
**terrie.dandy@eEOC.gov**

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