
July 30 – August 2, 2023

EXamining Conflicts in Employment Law

Washington, D.C.

The **EXCEL** Training Conference gathers Equal Employment Opportunity (EEO), Human Resources (HR), and Alternative Dispute Resolution (ADR) practitioners from private, state, local, and Federal organizations for three days of education, training, and professional development. There are three plenary sessions, one specialty track, and over 70 open workshops that give participants the needed knowledge, and skills to enhance their performance, and meet the evolving demands of today's workplace.

Each workshop description includes an audience designation to help participants select the most appropriate session. The audience designations are F - Federal, P - Private, and F/P for both Federal and private audiences. These designations are suggestions. Participants are encouraged to explore the available workshops based on their interests and asked to select one open workshop from each of the sessions listed below. Plenary sessions occur on Monday, Tuesday, and Wednesday morning.

Preconference Sessions (Sunday) - Respectful Workplaces and Leading for Respect, and Federal Investigator and Counselor Refresher sessions.

Specialty Track (Closed Sessions Monday - Wednesday) - MD-715: Barrier Analysis. This session includes all aspects of the barrier analysis process including legal and public policy foundations, analysis and interpretation of workforce statistics found in MD-715 data tables, trigger identification, barrier analysis investigation, organizing findings and preparing action plans designed to eliminate barriers, and follow-up on MD-715 reports from previous reporting cycles. The session will present hands-on simulations of actual situations typically encountered in preparing MD-715 reports.

SATURDAY	July 29, 2023
5:00pm – 7:00pm	Pre-Conference Registration (Check In) Mezzanine Level
SUNDAY	July 30, 2023
7:00am – 6:00pm	Conference and Exhibitors Registration (Check-In) - Mezzanine Level
8:30am – 5:00pm	PRECONFERENCE SESSIONS
A Congress Room	Counselor Refresher Training Marcus Artis, Senior Equal Employment Specialist U.S. Equal Employment Opportunity Commission This course meets the annual eight-hour requirement for federal EEO counselors. Participants will receive instruction on recent developments in federal sector EEO and discuss how these changes affect the informal EEO complaint process. Participants will also practice their counseling and early resolution skills.

<p>B Union Station Room</p>	<p>Investigator Refresher Training</p> <p>Carlisa Broadway, Program Analyst U.S. Equal Employment Opportunity Commission</p> <p>This course meets the annual 8-hour requirement for federal EEO investigators. Participants will receive instruction on recent developments in federal sector EEO and discuss how these changes affect the formal EEO complaint process. Participants will also practice their investigation skills.</p>
<p>8:30am - 12:00n</p>	<p>PRECONFERENCE SESSIONS - CONT.</p>
<p>C-1 China Town Room</p>	<p>Respect in the Workplace: Creating a Respectful Environment for all Employees</p> <p>Brien Shoemaker, Outreach and Education Coordinator U.S. Equal Employment Opportunity Commission</p> <p>What's different? Rather than dwelling on legal standards and what NOT to do, this training will focus on WHAT TO DO -the words and actions that promote respect and fairness, and participants' responsibility for contributing to respect in the workplace. Using case studies, trainees strategize about bystander intervention and ways to help others who may be behaving in ways that are disrespectful or who are being targeted by disrespect. Finally, they use a feedback model to practice both giving and getting feedback about behavior that is uncivil or disrespectful.</p>
<p>1pm to 4:30pm C-2 China Town Room</p>	<p>Leading for Respect: How Supervisors and Managers Can Create Respectful Workplaces</p> <p>Brien Shoemaker, Outreach and Education Coordinator U.S. Equal Employment Opportunity Commission</p> <p>What's different? Rather than dwelling on legal standards and what NOT to do, this training will focus on WHAT TO DO -the words and actions that promote respect and fairness, and participants' responsibility for contributing to respect in the workplace. Supervisors practice skills in responding appropriately to employee complaints and discuss how they can create a sense of respect for their employees, focusing on the employee's perceptions of fairness and the supervisor's responsibility to respond with emotional intelligence. Finally, supervisors are taught simple but effective ways to coach employees whose behavior might be a problem - early intervention to nip problems in the bud before they rise to the level of illegal harassment.</p>
<p>MONDAY</p>	<p>July 31, 2023</p>
<p>7:00am - 6:00pm</p>	<p>Conference and Exhibitors Registration (Check In) - Mezzanine Level</p>
<p>7:30am – 8:30am</p>	<p>Continental Breakfast</p>

8:30am – 10:00am	PLENARY SESSIONS – Marquis Ballroom 5 & 6
8:30am – 8:50am	United States Air Force Ceremonial Color Guard National Anthem by Mr. D.C. Washington
8:50am – 9:05am	Welcome to the District of Columbia Congresswoman Eleanor Holmes Norton
9:05am – 9:30am	Greetings from Charlotte A. Burrows, Chair U.S. Equal Employment Opportunity Commission
9:30am – 10:00am	Neighbor Networking
10:00am – 10:30am	Mid-Morning Break
10:30am – 12:00pm	Keynote Speakers Charlotte A. Burrows Chair U.S. Equal Employment Opportunity Commission Cathy Harris Acting Chair, U.S. Merit Systems Protection Board Susan Tsui Grundman Chair, U.S. Federal Labor Relations Authority
12:00pm – 1:30pm	Lunch
1:30pm – 3:00pm	WORKSHOP SESSION 1
1A Marquis Rm 5 & 6	Why We Found Discrimination (F) Kevin McEvoy, Administrative Judge Alessandra Rosa, Administrative Judge Robert Rose, Administrative Judge Cynthia McKnight, Administrative Judge U.S. Equal Employment Opportunity Commission This panel will engage in a comprehensive discussion of why they found discrimination in real cases. During this session, the panelists will examine the factual scenarios, applied legal analysis, and the challenging issues in each case.

<p>1B Salon 3 Room</p>	<p>Not the Dismissive Type? A Conversation on Acceptance and Dismissal Decisions (F)</p> <p>Tim Bladek, Attorney Advisor Ingrid Dietsch-Field, Senior Attorney Marqui Willoughby, Attorney Advisor U.S. Equal Employment Opportunity Commission</p> <p>Are you responsible for accepting or dismissing complaints? If so, do you feel you have a firm grasp of the dismissal regulations under 29 CFR 1614.107, or are you winging it? Each year, roughly a third of procedural dismissals are remanded by OFO on appeal, suggesting agencies still struggle to properly recognize and analyze which cases are appropriate for dismissal. Come participate in this session where we will look at dismissal regulations under 29 CFR 1614.107, discuss selected accept/dismiss scenarios (both basic and nuanced), and explore the reasoning behind the Office of Federal Operation's decisions to remand or affirm.</p>
<p>1C Salon 13 Room</p>	<p>COVID Conversations (F/P)</p> <p>Kerry Leibig, Senior Attorney Advisor U.S. Equal Employment Opportunity Commission</p> <p>EEO laws continue to apply during the time of the COVID-19 pandemic, but they do not interfere with or prevent employers from following current guidance and suggestions made by CDC or state/local public health authorities about steps employers should take regarding COVID-19.</p> <p>We will discuss what you should know about COVID-19 and the ADA, the Rehabilitation Act, and other EEO Laws</p>
<p>1D Gallaudet Room</p>	<p>Let's Talk About Layoffs and Reductions in Force (P)</p> <p>Barbara Johnson President, BL Johnson Law, PLLC</p> <p>Before you make that ultimate decision to let an employee or employees go, get the facts. This session will cover severance agreements, the Older Workers Benefits Protection Act (OWBPA) and more. Learn how to make a tough decision go smoother.</p>

<p>1E Salon 2 Room</p>	<p>ADR Trends and Post-Pandemic (F)</p> <p>Andrea Justice Chief Mediation Officer U.S. Equal Employment Opportunity Commission</p> <p>The pandemic put neutrals in a position to either not work or conduct mediations virtually. Technology allowed neutrals to conduct mediations and ADR from wherever they and the parties were. This session will focus on what the data shows regarding virtual mediation and what ADR professionals can expect as a result going forward. Additionally, this session will look at best practices in a virtual ADR world.</p>
<p>1F Salon 1 Room</p>	<p>50 Years of the Rehabilitation Act (F)</p> <p>Anupa Geevarghese, Chief of Staff Lou Orslene, Director for the Employer and Workplace Policy Team U.S. Department of Labor</p> <p>Reasonable accommodations are at the heart of the Rehabilitation Act, but it is not always easy to know what to do when presented with complex or ambiguous requests for accommodation. You may not know how to respond if the need for accommodation is not easily discernible or frequently changing. This session provides practical information and best practices for managing reasonable accommodation in the workplace.</p>
<p>1G Salon 14 Room</p>	<p>Hot Topics: Opioids and Discrimination (P)</p> <p>Gerald "Jay" Kucia, Trial Attorney U. S. Equal Employment Opportunity Commission</p> <p>Amanda Maisels, Deputy Chief Disability Rights Section U.S. Department of Justice</p> <p>Individuals with substance abuse disorders, including opioid use disorder (OUD), may face potentially discriminatory barriers to employment. This presentation will discuss employment protections for individuals with OUD under Title I of the Americans with Disabilities ACT (ADA), including protections against disparate treatment and the right to reasonable accommodations. The presenters will highlight recent enforcement efforts by the EEOC and the Department of Justice.</p>
<p>1H</p>	<p>Diversity at the Top (F)</p>

Salon 12 Room	<p>Terrian Hicks Chief Affirmative Employment, Diversity & Inclusion Branch Federal Deposit Insurance Corporation</p> <p>Patricia St. Clair, Director Field Coordination Programs U.S. Equal Employment Opportunity Commission</p> <p>The long-term success of federal agencies requires a diverse body of talent that can bring fresh ideas, perspectives, and views to their work. Diversity in the more senior grades, including the SES, has proven a challenge within the federal government. We will explore the barriers to diversity in the senior grades and senior management, discuss strategies to enhance affirmative employment' and outline necessary government wide strategies to ensure a more diverse and inclusive pipeline leading to senior leadership.</p>
1:30pm - 3:00pm	WORKSHOP SESSION 1 - CONT.
1I Salon 4 Room	<p>Hybrid Workforce Issues (F/P)</p> <p>Katelynn "Kate" Gray Partner, Duane Morris LLP</p> <p>The world of work has undergone a dramatic transformation in the last few years, with remote work skyrocketing and the pandemic forcing employers to adapt in ways they never thought possible. As we move into more hybrid workplace models that mix in-office and remote work, employers and employees are facing new challenges. Join us for a discussion on some of the biggest challenges of hybrid work, including culture and connectedness, communication, productivity, motivation, stress management and balance.</p>
1J Salon 15 Room	<p>MD-715 Barrier Analysis Closed Track</p> <p>Earl Banks, Senior Equal Employment Specialist Anitra Green, Branch Chief, Agency Oversight Division U.S. Equal Employment Opportunity Commission</p> <p>This three-day session provides an overview of affirmative employment, identifying programmatic deficiencies and the barrier analysis process to include legal and public policy foundations; analysis and interpretation of workforce statistics found in MD-715 data tables; trigger identification; barrier analysis investigation; organizing findings and preparing action plans designed to eliminate barriers; and follow-up on MD-715 reports from previous reporting cycles. The session will present hands-on simulations of actual situations typically encountered in preparing MD-715 reports.</p>
3:00pm – 3:30pm	Mid-Afternoon Break

3:30pm - 5:00pm	WORKSHOP SESSION 2
2A Salon 1 Room	<p>Ask OFO's Appellate Review Program (ARP) (F)</p> <p>Lesley Brown, General Attorney Rochelle Richardson, Supervisory General Attorney Heidi Schandler, Senior Attorney Jana White, General Attorney U.S. Equal Employment Opportunity Commission</p> <p>Are EEOC dismissals still a mystery to you? Are you not quite sure when it's appropriate to use certain dismissal regulations? If so, the numbers show you are not alone. In fiscal year 2021, 31% of procedural dismissals were remanded on appeal by the EEOC. To help demystify the decision-making process, this session will look at dismissal regulations under 29 CFR 1614.107, discuss real accept/dismiss scenarios, and explore the reasoning behind the EEOC's decisions to remand or affirm.</p>
2B Salon 15 Room	<p>SOGI Data</p> <p>Jiashen You, Chief Data Officer Marqui Willoughby, Attorney Advisor U.S. Equal Employment Opportunity Commission</p> <p>This presentation explores the key provisions of Executive Order 14075 and its significance in shaping policies, practices, and research initiatives related to LGBTQ equity. It highlights the importance of evidence-based decision-making and the role of federal agencies in collecting, analyzing, and utilizing data to inform the development of inclusive policies and programs, including the nuances in balancing privacy protection and data utility. Additionally, the presentation showcases examples of initiatives and guidance that have emerged, as a result of, the executive order, demonstrating the commitment of federal agencies toward achieving LGBTQ equity.</p>
3:30pm – 5:00pm	WORKSHOP SESSION 2 – CONT.
2C Salon 4 Room	Open
2D Salon 12 Room	<p>ADA, FMLA and Workers' Compensation (P)</p> <p>Jeanne Goldberg, Attorney Advisor U.S. Equal Employment Opportunity Commission</p> <p>Amy Kim, Community Outreach & Resources Planning Specialist U.S. Department of Labor</p>

	<p>Navigating the ADA, FMLA and Worker’s Compensation can be a challenge for employers. Learn what employer’s responsibilities are under each. This session will focus on the differences and address the common pitfalls that can occur.</p>
2E Salon 3 Room	<p>Medical Documentation Confidentiality -- Per Se Violations: What Agency Supervisors/Managers and Representatives Should Know (F)</p> <p>Justin Evans, National Hearings Program Manager Kevin Rung, Administrative Judge U.S. Equal Employment Opportunity Commission</p> <p>Per se violations are underreported and often misunderstood. This session will explain the factual and legal circumstances that give rise to instances of per se reprisal and per se violations of the Rehabilitation Act, which occur with the greatest frequency in the context of reasonable accommodation requests. The presenters will address what agency supervisors and managers need to know to avoid engaging in conduct that leads to per se violations, and what agency counsel need to know when confronted with facts that may constitute per se violations.</p>
2F Salon 14 Room	<p>Accessibility at the Forefront (F)</p> <p>Alison Sutton Levy, Director of the Office of Information and Technical Services Josh Schorr, Training Coordinator and an Accessibility Specialist U.S. Access Board</p> <p>President Biden’s Executive Order to Advance Diversity, Equity, Inclusion, and Accessibility (DEIA) in the Federal Workforce requires that federal workspaces must be fully accessible to employees with disabilities. This means that they must be designed and constructed to be accessible as required by the Architectural Barriers Act, which ensures access to federally funded facilities. This session will review accessibility requirements for employee work areas in the ABA Accessibility Standards (ABAAS) and will assist agencies in crafting the portions of their strategic plans dealing with accessibility.</p>
3:30pm - 5:00pm	WORKSHOP SESSION 2 - CONT.
2G Marquis Rm 5 & 6	<p>Workplace Harassment: I Don’t See Color! - How Employers Can Explain, Prevent, Uncover, and Eradicate Bias in the Workplace (P)</p> <p>Karen Michael President, Karen Michael, PLC</p> <p>Using case studies and videos, this presentation will provide a roadmap for employers to help its workforce understand unconscious and implicit bias and provide specific tools to prevent, uncover and eradicate harassment that results from bias in the workplace. (F/P)</p>

<p>2H Gallaudet Room</p>	<p>Social Media in the World of Work: Legal and Ethical Implications (P)</p> <p>Katrina Grider Associate Director of Curriculum, Training and Education U.S. Equal Employment Opportunity Commission</p> <p>Highlights the legal and ethical issues that arise from the use of social media that affects both employers and attorneys when monitoring, reviewing, and participating in social media activity. Topics covered include the use of social media to screen candidates during the recruiting and hiring stages of employment; dealing with employee misconduct and harassment postings on social media platforms; the use of social media as a source of discovery in employment discrimination litigation; and ethical issues about privacy and confidentiality. Learn to identify the risks and minimize liability regarding the use of social media in the employment arena.</p>
<p>2I Salon 2 Room</p>	<p>How to Craft (and Defend Against) an Effective Motion for Summary Judgment (F)</p> <p>Darryl Edwards, Administrative Judge U.S. Equal Employment Opportunity Commission</p> <p>A successful Federal sector EEO attorney must have the ability to recognize when the use of a dispositive motion is appropriate. During this session, we will address the attributes of a case that is ripe for Summary Judgment and explore fact patterns that must be resolved through other means. In addition, get tips on drafting statements of undisputed material facts and other aspects of effective motions for summary judgment. Complainant's representatives will learn how to successfully oppose a motion for summary judgment</p>
<p>2J Georgetown University Room</p>	<p>MD-715 Barrier Analysis Closed Track</p> <p>Earl Banks, Senior Equal Employment Specialist Anitra Green, Branch Chief, Agency Oversight Division U.S. Equal Employment Opportunity Commission</p> <p>This three-day session provides an overview of affirmative employment, identifying programmatic deficiencies and the barrier analysis process to include legal and public policy foundations; analysis and interpretation of workforce statistics found in MD-715 data tables; trigger identification; barrier analysis investigation; organizing findings and preparing action plans designed to eliminate barriers; and follow-up on MD-715 reports from previous reporting cycles. The session will present hands-on simulations of actual situations typically encountered in preparing MD-715 reports.</p>
<p>5:30pm</p>	<p>Partnership and Engagement Reception</p>
<p>TUESDAY</p>	<p>August 1, 2023</p>
<p>7:00am – 6:00pm</p>	<p>Conference and Exhibitors Registration (Check-In) - Mezzanine Level</p>

7:30am – 8:30am	Continental Breakfast
9:05am – 10:00am	PLENARY SESSIONS - Marquis Ballroom 5 & 6
9:05am – 9:10am	Introduction of Keynote Speaker by Carlton Hadden, Director, Office of Federal Operations U.S. Equal Employment Opportunity Commission
9:10am – 10:00am	<p>Keynote Presentation</p> <p>Paul Kuntzler Lifelong Activist for Civil Rights for the LGBTQ Community</p> <p>On April 26, 2023, President Biden issued a Proclamation on the 70th Anniversary of the Lavender Scare, noting <i>“Our Nation has made tremendous progress in advancing the cause of equality for LGBTQI+ Americans. To keep building on that progress, we must reflect honestly on the darkest chapters of our story and on how far we have come. President Eisenhower signed an Executive Order banning LGBTQI+ Americans from serving in the Federal Government. This action codified a shameful chapter in our Nation’s history known as the “Lavender Scare.” It was a decades-long period when 5,000 to 10,000 LGBTQI+ Federal employees were investigated, were interrogated, and lost their jobs simply because of who they were and whom they loved....”</i></p> <p>Paul Kuntzler witnessed that time. More critically, he was one of the heroic champions who worked to end that period and bring to bear a more hopeful period of time.</p>
10:00am – 10:30am	Mid-Morning Break
10:30am - 12:00pm	WORKSHOP SESSION 3
3A Salon 3 Room	<p>Achieving Inclusion and Diversity in the Workplace with Digital Accessibility (F/P)</p> <p>Wendy Strobel Gower, Program Director for Inclusive Workplaces K. Lisa Yang and Hock E. Tan Institute on Employment and Disability</p> <p>Nicshan Floyd, Director of Office of Accessible Systems & Technology U.S. Department of Homeland Security</p> <p>Andrew Nielson, Director of Government IT Accessibility U.S. General Services Administration</p> <p>Angela Watkins, Program Manager Pension Benefit Guaranty Corporation</p>

	<p>Information and communications technology (ICT) has become integral to daily life and work, particularly as many activities shifted online in response to the COVID-19 pandemic. ICT includes many tools used to communicate, including digital devices, digital documents, websites, software (e.g., virtual meeting platforms), and hardware. Because ICT is a primary medium for digital communication and information access, it should be available to and inclusive for everyone. Yet, many employers are unaware of or face challenges in implementing digital accessibility in the workplace. Therefore, it is essential to understand the approaches employers use to ensure digital content is accessible.</p>
<p>3B Salon 12 Room</p>	<p>Ask the Administrative Judges (F)</p> <p>Patrick Kokenge, Administrative Judge Andrea Niehoff, Administrative Judge Maricia Woodham, Administrative Judge U.S. Equal Employment Opportunity Commission</p> <p>What happens after the complaint is assigned to an Administrative Judge? Are there best practices to follow when filing dispositive motions? Ask any questions about the Hearings process and be prepared for a lively session! This panel is ready to answer all your questions. Nothing is out of bounds except for discussions about specific cases.</p>
<p>3C Salon 15 Room</p>	<p>Providing Urgent Maternal Protections (PUMP) for Nursing Mothers Act (F/P)</p> <p>Susan Rondon, Assistant District Director, Wage & Hour Division U.S. Department of Labor</p> <p>Under the Providing Urgent Maternal Protections for Nursing Mothers Act (PUMP Act), which became law on December 29, 2022, most employees now have the right to break time and a private space to express milk for their nursing child. Come and learn how this new law modifies the break time for nursing mothers' requirements previously contained in Section 7(r) of the Fair Labor Standards Act.</p>
<p>10:30am - 12:00pm</p>	<p>WORKSHOP SESSION 3 - CONT.</p>
<p>3D Univ of DC/Central Catholic Room</p>	<p>Beyond <i>Bostock</i>: Unresolved Legal Issues for LGBTQI+ Employees (F/P)</p> <p>Sharon McGowan Partner at Katz Banks Kumin LLP</p> <p>Kris Tassone, Policy Counsel National Center for Transgender Equality</p>

	<p>The Supreme Court’s 2020 historic decision in <i>Bostock v. Clayton County</i> held that Title VII of the Civil Rights Act of 1964 protects employees against discrimination because of their sexual orientation and gender identity. While this decision established a broad, general framework, it did not decide all Title VII questions about LGBTQ+ employment discrimination. Workplaces are facing issues regarding pronoun use, access to restrooms, and health insurance coverage, in addition to claims of harassment and disparate treatment. Join us for a discussion of these current issues as well as a look at possible future legal challenges.</p>
<p>3E Salon 2 Room</p>	<p>Race and Ethnicity Data (F)</p> <p>Karen Battle, Chief Population Division U.S. Census Bureau</p> <p>Bob Sivinski, Senior Statistician Executive Office of the President</p> <p>The Office of Management and Budget (OMB) maintains government-wide standards for federal race and ethnicity data that ensure the ability to compare information and data across federal agencies, and to understand how well federal programs serve a diverse America. On June 15, 2022, the Chief Statistician of the United States identified updating the standards as a top priority to ensure that the standards better reflect the diversity of the American people, with the goal of completing these revisions by the Summer of 2024. Join this session to learn more about the proposed changes to these standards and the status of this important project.</p>
<p>3F Salon 4 Room</p>	<p>The EEO Practitioner’s Guide to Dealing with Mental Health Blind Spots (F/P)</p> <p>Ashley Bailey, EEO Officer/Director United States Mint</p> <p>Edmund Rhynes, EEO Complaints Program Manager National Science Foundation</p> <p>As EEO Practitioners, we are confronted daily with the negative impacts personal biases can have on an employee and their career trajectory, but what about the role our own biases play in how we perform our duties? This training will focus on the blind spots the EEO community has as it relates to how we process complaints and reasonable accommodations when there is a mental health component. We will look at the role mental illness plays in how our employers respond to complainants and accommodation requests, focusing on how these disabilities can present themselves and ways EEO Practitioners can avoid the pitfalls of which other employers have succumbed.</p>

<p>10:30am - 12:00pm</p>	<p>WORKSHOP SESSION 3 - CONT.</p>
<p>3G Salon 13 Room</p>	<p>Appellate Remedies Enforcement: Best Practices for Complying with Commission Orders (F)</p> <p>Ashely Joseph, Compliance Officer Sharon Rice-Hicks, Attorney Advisor U.S. Equal Employment Opportunity Commission</p> <p>Compliance with Commission Orders poses challenges for many federal agencies. This session will offer insight into what appellate remedies enforcement is and review the documentation needed to close compliance, as well as the best practices federal agencies can use to ensure compliance with Commission Orders.</p>
<p>3H Salon 1 Room</p>	<p>FAD Writing - From Basics to Best Persuasive Practices (F)</p> <p>Heather Austin Jones, Attorney Advisor John Sim, Director, Equal Employment Opportunity Office U.S. Department of Homeland Security</p> <p>New to writing FADS or to reviewing them? This class will focus on the regulatory requirements for FADs, the structure of a model FAD, and a discussion on the theories of discrimination (i.e., disparate treatment, harassment, reasonable accommodation), while leaving time for questions and discussion on the most challenging issues for FAD writers. During this workshop, instructors will also introduce a model FAD as a basis for discussion on best practices and strategies on writing FADs.</p>
<p>3I Salon 14 Room</p>	<p>Employee Engagement Why It Really Matters (P)</p> <p>Bonnie Levine Attorney and Founder of Verse Legal</p> <p>An engaged workforce creates employees who identify with and are committed to their organization. This makes employees feel satisfied and energized at work. Don't get confused with what you believe your employees need, with what they need to become engaged at work. Learn what really matters when it comes to employment engagement.</p>

<p>3J Georgetown University Room</p>	<p>MD-715 Barrier Analysis Closed Track</p> <p>Earl Banks, Senior Equal Employment Specialist Anitra Green, Branch Chief, Agency Oversight Division U.S. Equal Employment Opportunity Commission</p> <p>This three-day session provides an overview of affirmative employment, identifying programmatic deficiencies and the barrier analysis process to include legal and public policy foundations; analysis and interpretation of workforce statistics found in MD-715 data tables; trigger identification; barrier analysis investigation; organizing findings and preparing action plans designed to eliminate barriers; and follow-up on MD-715 reports from previous reporting cycles. The session will present hands-on simulations of actual situations typically encountered in preparing MD-715 reports.</p>
<p>12:00pm – 1:30pm</p>	<p>Lunch</p>
<p>1:30pm - 3:00pm</p>	<p>WORKSHOP SESSION 4</p>
<p>4A Salon 12 Room</p>	<p>EEOC Case Update - Private Sector Employers (P)</p> <p>Carol Miaskoff Legal Counsel U.S. Equal Employment Opportunity Commission</p> <p>EEO law is dynamic, multifaceted, and developing as the courts interpret and apply the law to a rapidly changing workplace. Employers must remain vigilant and aware of the significant EEO court cases decided this year. Hear about the latest private sector cases, precedent-setting decisions, and their implications for employers.</p>
<p>1:30pm - 3:00pm</p>	<p>WORKSHOP SESSION 4 - CONT.</p>
<p>4B Salon 4 Room</p>	<p>Labor Issues in the Federal Sector (F)</p> <p>Peter Broida Federal Civil Service Lawyer</p> <p>Most of Mr. Broida's litigation is before the MSPB and the United States Court of Appeals for the Federal Circuit He also provides representation before EEOC, FLRA, labor arbitrators, and other federal district and circuit appellate courts. Many of his cases involve appeals from terminations of employment; others involve whistleblower and EEO or Equal Pay Act litigation. Mr. Broida writes annual editions of <i>Guide to Merit Systems Protection Board Law and Practice</i> and <i>A Guide to Federal Labor Relations Authority Law and Practice</i>, along with other books and training materials involving civil service law.</p>

<p>4C Salon 1 Room</p>	<p>Best Practices Related to EEOC Hearings (F)</p> <p>Emily S. Kim, Administrative Judge Michael Rhoades, Administrative Judge U.S. Equal Employment Opportunity Commission</p> <p>This session will focus on the nuts and bolts of presenting your case at an EEOC hearing. Experts will share their collective experience on how best to prepare for a hearing and what regulations, practices, and procedures to be aware of before the first witness is called. Topics will include prehearing submissions, how to prepare for and take an effective direct and cross examination, when and when not to use witnesses, how to introduce exhibits into the record, how to prepare for closing statements, and how to anticipate the issues that can arise from a finding of liability.</p>
<p>4D Marquis Rm 5 & 6</p>	<p>Communication in the Workplace: Turning Conflict into Opportunity (F/P)</p> <p>Ahmad Burse, Supervisory Equal Employment Specialist U.S. Equal Employment opportunity Commission</p> <p>It is no secret that a breakdown in communication can lead to conflict in the workplace. Conflict, however, can lead to necessary change and improved workplace interaction. Come hear how those familiar issues of unconscious bias, stereotypes, and microaggressions can lead to new opportunities to solve workplace communication issues and lay the groundwork for DEIA</p>
<p>4E Salon 14 Room</p>	<p>Paid Internships and E.O. 14035 (F)</p> <p>Veta Hurst, Diversity Program Manager Office of Management and Budget</p> <p>In January 2023, OPM and OMB issued Guidance on Promoting Internships and other Student and Early Career Programs in the Federal Government. Further, Executive Order 14035: Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce directs agencies to explore ways to increase paid internships. This session will explore how agencies can work to promote paid internships and recruit early career talent as part of an overall diversity, equity, and inclusion strategy.</p>
<p>1:30pm - 3:00pm</p>	<p>WORKSHOP SESSION 4 - CONT.</p>

<p>4F Gallaudet Room</p>	<p>Introduction to the United States Access Board (F)</p> <p>Frances Spiegel, Attorney Advisor U.S. Access Board</p> <p>The U.S. Access board issues guidelines for the physical accessibility of buildings and facilities and standards for the accessibility of information and communication technology purchased, maintained, or used by the federal government. The Board also enforces the Architectural Barriers Act, which requires federal facilities and certain facilities constructed with federal funds to be accessible. Attendees will learn why the work of the Access board matters to employers. The presentation will include a brief discussion of the Board’s structure and mission; consider the Board’s authority under the Americans with Disabilities Act, ABA), and Section 508 of the Rehabilitation Act; highlight current rulemaking priorities; and explore the relationship between physical accessibility and accessibility of information and communications technology to reasonable accommodations for employees with disabilities.</p>
<p>4G Salon 15 Room</p>	<p>Office of Special Counsel (F)</p> <p>Ashley Tease, Deputy Chief Office of Special Counsel U.S. Department of Transportation</p> <p>The U.S. Office of Special Counsel and the EEOC first entered a Memorandum of Understanding (MOU) in February 1988 to further the objectives of Congress and promote interagency coordination in the enforcement of anti-discrimination laws and provides for information sharing. Join us to learn more about the history of this longstanding relationship as well as the current initiatives being undertaken in partnership.</p>
<p>4H Salon 3 Room</p>	<p>Improving Investigations through EEO & HR Partnership (F)</p> <p>Hope Fuller, Lead EEO Specialist Pension Benefit Guaranty Corporation</p> <p>Camella Woodham, Director Equal Employment Opportunity Federal Maritime Commission</p> <p>This session discusses how to create an effective partnership between EEO and HR that can have immediate benefits on the quality of agency EEO investigations, including improving management’s understanding of its obligations, more efficiently collecting documentation, meeting regulatory timeframes, and decreasing remands.</p>

<p>4I Salon 2 Room</p>	<p>Promising Practices for Employment of Individuals with Disabilities in the Federal Sector (F)</p> <p>Marqui Willoughby, Attorney Advisor U.S. Equal Employment Opportunity Commission</p> <p>Federal agencies are required to meet numerical goals for employing persons with disabilities and implement Affirmative Action Plans (AAPs) that identify actions to recruit, hire, retain, and advance individuals with disabilities. This session will identify policies and practices from AAPs and technical assistance partnerships that are promising practices for individuals with disabilities.</p>
<p>4J Georgetown University Room</p>	<p>MD-715 Barrier Analysis Closed Track</p> <p>Earl Banks, Senior Equal Employment Specialist Anitra Green, Branch Chief, Agency Oversight Division U.S. Equal Employment Opportunity Commission</p> <p>This three-day session provides an overview of affirmative employment, identifying programmatic deficiencies and the barrier analysis process to include legal and public policy foundations; analysis and interpretation of workforce statistics found in MD-715 data tables; trigger identification; barrier analysis investigation; organizing findings and preparing action plans designed to eliminate barriers; and follow-up on MD-715 reports from previous reporting cycles. The session will present hands-on simulations of actual situations typically encountered in preparing MD-715 reports.</p>
<p>3:00pm – 3:30pm</p>	<p>Mid-Afternoon Break</p>
<p>3:30pm - 5:00pm</p>	<p>WORKSHOP SESSION 5</p>
<p>5A Marquis Rm 5 & 6</p>	<p>EEO Counselor Tool Kit (F)</p> <p>Marcus Artis, Supervisory Equal Employment Specialist U.S. Equal Employment Opportunity Commission</p> <p>As the entry point into the federal EEO realm, counseling plays a unique and increasingly important role. This session is designed to enhance skills for both the novice and experienced EEO counselor by providing tools, tips and best practices to increase engagement, efficiency and effectiveness during counseling.</p>

<p>5B Salon 1 Room</p>	<p>Use of Artificial Intelligence (F/P)</p> <p>Aaron Konopasky, Attorney Advisor U.S. Equal Employment Opportunity Commission</p> <p>Employers now have a wide variety of computer-based tools available to assist them in hiring workers and monitoring worker performance and other terms and conditions of employment. The use of these tools, however, may disadvantage job applicants and employees with disabilities. This session will explore, from the Commission’s perspective, how employers’ use of algorithmic decision-making software (or Artificial Intelligence) may violate the Americans with Disabilities Act (“ADA”). This session also provides practical tips for employers on how to comply with the ADA, as well as advice to job applicants and employees on preserving their rights.</p>
<p>5C Salon 3 Room</p>	<p>Successful Alternative Dispute Resolution Strategies in the Federal Sector Hearings Process (F)</p> <p>Kurt Hodge, Administrative Judge Courtney Mickman, Administrative Judge U.S. Equal Employment Opportunity Commission</p> <p>Settlement conferences and mediations are widely used in the EEOC hearings process to resolve cases. This session will provide practical tips on paving the way to successful outcomes, generating ideas for settlement proposals, drafting legally enforceable agreements, ensuring that the right officials are at the table, and general best practices.</p>
<p>5D Gallaudet Room</p>	<p>Hours Work Principles Under FLSA (F/P)</p> <p>Susana Rondon, Assistant District Director Wage and Hour Division U.S. Department of Labor</p> <p>The Fair Labor Standards Act (FLSA) requires that covered, non-exempt employees receive at least the federal minimum wage and may not be employed for more than 40 hours in a week without receiving at least one and one-half times their regular rates of pay for the overtime hours. Come and learn the principles of hours worked under the FLSA to ensure compliance with the law.</p>
<p>3:30pm - 5:00pm WORKSHOP SESSION 5 - CONT.</p>	
<p>5E Salon 12 Room</p>	<p>Neurodiversity in the Workplace (F/P)</p> <p>Robertson Scott, Ph.D, Senior Policy Advisor U.S. Department of Labor</p>

	<p>Join us for an explanation of neurodiversity in a workplace context and a discussion addressing how it can benefit employers and employees alike. There will also be tips on common accommodations for employees with autism and other neurocognitive differences and related hiring initiatives and partnerships implemented by a range of employers.</p>
5F Salon 14 Room	<p>60th Anniversary of the Equal Pay Act (F/P)</p> <p>Jennifer Goldstein, Associate General Counsel U.S. Equal Employment Opportunity Commission</p> <p>This year marks the 60th anniversary of the signing of the Equal Pay Act of 1963. This landmark piece of federal anti-discrimination law was one of the very first to address gender-based pay disparities. Sixty years later, we have made a great deal of progress, but there is still much to be done. Join us for a look back at the at the history of the EPA as well as an examination of the impact of more recent laws such as the Lily Ledbetter Fair Pay Act and Executive Orders 14035 and 14069, aimed at promoting pay equity and transparency.</p>
5G Salon 4 Room	<p>Promising Practices for Federal Sector Anti-Harassment Programs (F)</p> <p>Marqui Willoughby, Attorney Advisor U.S. Equal Employment Opportunity Commission</p> <p>Harassment is the number one issue alleged in federal sector EEO discrimination complaints. In fact, since FY 2018, harassment has been alleged in over half of EEO complaints. EEO Management Directive (MD)-715 establishes that model EEO programs must issue policies and procedures for addressing all forms of unlawful harassment. This session discusses the requirements for agency anti-harassment programs as well as provide recommended practices for preventing, identifying, and addressing harassment.</p>
5H Salon 13 Room	<p>Contractor or Employee? Where Agencies Go Wrong and How to Get it Right (F)</p> <p>Ingrid Dietsch-Field, Senior Attorney U.S. Equal Employment Opportunity Commission</p> <p>Do you or your agency struggle with claims from contractors? Have you been surprised when your dismissal was not upheld by the EEOC? From a detailed discussion of the numerous factors to consider in assessing joint employer status to what to include in the record and your analysis, this session will explore all things related to properly accepting or dismissing claims filed by those working under contractor status. By discussing numerous scenarios, based on real EEOC appeals, this session will provide a measure of clarity when faced with your next contractor case.</p>

5I Salon 2 Room	<p>Weeding through the Haze: State and Federal Marijuana Laws and Implications (F/P)</p> <p>Eric Meyer, Partner, Fisher Broyels</p> <p>Thirty-seven states and several territories have now legalized medical marijuana, and adult use of marijuana for recreational purposes is legal in 21 states. What does this mean for employees who use cannabis for medical or recreational reasons? What are the differences in where you live and in your profession? How does this affect employer's drug testing and hiring? Come hear the answers to these questions and more, as well as tips on what you need to know about marijuana and its impact on workplace policies and employment decisions.</p>
5J Georgetown University Room	<p>MD-715 Barrier Analysis Closed Track</p> <p>Earl Banks, Senior Equal Employment Specialist Anitra Green, Branch Chief, Agency Oversight Division U.S. Equal Employment Opportunity Commission</p> <p>This three-day session provides an overview of affirmative employment, identifying programmatic deficiencies and the barrier analysis process to include legal and public policy foundations; analysis and interpretation of workforce statistics found in MD-715 data tables; trigger identification; barrier analysis investigation; organizing findings and preparing action plans designed to eliminate barriers; and follow-up on MD-715 reports from previous reporting cycles. The session will present hands-on simulations of actual situations typically encountered in preparing MD-715 reports.</p>
WEDNESDAY	August 2, 2023
7:00am – 6:00pm	Conference and Exhibitors Registration (Check-In)
8:30am – 10:00am	PLENARY SESSIONS - Marquis Ballroom 5 & 6
8:30am - 9:15am	<p>Pregnant Workers Fairness Act (PWFA)</p> <p>Denesha James, Attorney Advisor U.S. Equal Employment Opportunity Commission</p> <p>Congress passed the Pregnant Workers Fairness Act (PWFA) to ensure that job applicants and employees affected by pregnancy, childbirth, or related medical conditions will have the right to reasonable accommodation. This critical new law allows workers to protect their financial security, their health, and the health of their pregnancies.</p>
9:15am - 10:00am	<p>Keynote Speaker</p> <p>Chai Feldblum, Vice Chairperson, U.S AbilityOne Commission</p>

10:00am - 10:30am	Mid-Morning Break
10:30am - 12:00pm	WORKSHOP SESSION 6
6A Marquis Rm 5 & 6	<p>EEO Case Update - Part 1 (F)</p> <p>Elyssa Santos-Abrams, Attorney Advisor U.S. Equal Employment Opportunity Commission</p> <p>You've been busy over the last year, and so has EEOC. Join EEOC for a lively and engaging discussion of the latest developments in Commission case law, including emerging issues in the federal sector. Each session will feature a different selection of cases.</p>
6B Salon 2 Room	<p>The Alarming Rise of Antisemitism and the Impact on Work (P/F)</p> <p>Vlad Khaykin, National Director of Programs on Antisemitism</p> <p>Karen Levit, Civil Rights Counsel Anti-Defamation League</p> <p>April Powers, Director of Diversity, Equity and Inclusion Project Shema</p> <p>We as a nation are currently experiencing an alarming increase in antisemitism, and the first step in addressing the problem is to acknowledge that it exists. This session will provide an overview of historical and modern antisemitism, as well as discuss the legal protections in the workplace for Jewish applicants and employees. The session will close with specific steps DEI&A leaders can take to decrease the likelihood that anti-Jewish discrimination and harassment will occur in the workplace and increase the sense of belonging for Jewish employees.</p>
10:30am - 12:00pm	WORKSHOP SESSION 6 - CONT.
6C Salon 3 Room	<p>DEIA - It's More Than a Program, It's a Strategic Imperative (F)</p> <p>Carlisa Broadway, Federal Sector Trainer & National Federal Outreach Coordinator U.S. Equal Employment Opportunity Commission</p>

	<p>A strategic imperative is a business tool, objective or target that has the HIGHEST priority. Recognizing DEIA as a strategic imperative means we must evaluate, on a continuous basis, the entirety of our agency's business as it pertains to the internal workings, external messaging, and other outputs of our agency. To achieve true organizational success, our commitment to Diversity, Equity, Inclusion, and Accessibility must be evident across every function and level of our organization. Join this session to learn how you can drive successful outcomes at your organization while creating a culture of commitment to #DEIA365.</p>
6D Salon 12 Room	<p>Retaliation in the Workplace: The Private and Federal Sector Legal Landscape (F/P)</p> <p>Kathleen Bensberg, Trial Attorney Danielle Hayot, Supervisory Administrative Judge U.S. Equal Employment Opportunity Commission</p> <p>Retaliation remains the most frequently alleged basis of employment discrimination. This session will cover the legal landscape, covering differences between private and federal sector law, as well as best practices.</p>
6E Salon 13 Room	<p>462 Reports and The Future (F)</p> <p>Latasha Reddick, Attorney Advisor Mxolisi Siwatu, Supervisory Social Research Analyst U.S. Equal Employment Opportunity Commission</p> <p>Federal agencies are required to submit Form 462 complaints reports to the EEOC by October 31 of each year. This session, aimed at experienced and new Form 462 preparers, will provide useful tips on how to complete an accurate Form 462, how to overcome common challenges, and how to submit the form through the FedSEP portal. The session also will provide a preview of a system that does not require submission of a Form 462.</p>
6F Salon 4 Room	<p>Generational Divide: Myth, Reality, or Should We Go Back to Work (F/P)</p> <p>April Simpkins, President Simpkins Enterprise, LLC</p> <p>Much has been said - and continues to be said about the five generational cohort groups sharing today's workplace. Are their values, perspectives, and expectations about work hopelessly at odds? Or do we all share more in common than we know? This session examines the forces of conflict in the workplace - describing from a stage, age, and cohort perspective.</p>
6G Gallaudet Room	<p>Unlocking Opportunities for Returning Citizens (P)</p>

	<p>Alyssa Lovegrove, Academic Director Georgetown University</p> <p>Christopher Watler, Executive Vice President Center for Employment Opportunities</p> <p>Mindy Weinstein, Director, Washington Field Office U.S. Equal Employment Opportunity Commission</p> <p>Employers feel apprehensive about individuals with a prior conviction and may not understand the legal requirement when determining not to select an individual with a prior conviction. This session will focus on the legal aspects as well dispelling the myths surrounding second chance hiring. A review of the benefits of hiring individuals with prior convictions will also be addressed by employers who hire such persons.</p>
<p>10:30am - 12:00pm</p>	<p>WORKSHOP SESSION 6 - CONT.</p>
<p>6H Salon 1 Room</p>	<p>Workplace Violence (P)</p> <p>Luther Wright, Jr., Office Managing Shareholder, Assistant Director of Client Training Ogletree Deakins Law Firm</p> <p>Understanding and preventing workplace violence. In this session we will discuss situational awareness and diffusion techniques, review the definition of workplace violence and ways that we can help prevent it and tools that are at our disposal to address concerns about violence.</p>

<p>6I Salon 14 Room</p>	<p>Integrating Faith and Work in the Federal Workspace (F)</p> <p>Anthony Archeval JD, Director, OCRDI Health Resources and Services Administration</p> <p>John Sim, Director, EEO Office U.S. Department of Homeland Security</p> <p><i>“Understanding and Preventing Workplace Violence in Divisive Times: A Real Conversation About Real Issues”</i> This session addresses workplace violence issues with a heavy emphasis on the most effective ways to prevent and respond to workplace violence, especially those that are driven by political or cultural disagreements in the current national climate. The Presentation addresses the four types of workplace violence as defined by the Occupational Health and Safety Administration (OSHA); Situational Awareness; the Warning Signs of Violence; and a review of best practices for preventing and de-escalating workplace disagreements and/or violence.</p> <p>We’re invited to bring our whole selves to work, encourage authenticity, and seek inclusivity, but when it comes to religious beliefs, we’re asked to leave it at home and keep it in private. The mere reference to religious expressions in government workplaces may raise questions about appropriateness or legality. At the same time, fears about inappropriate expressions may limit individuals having faith backgrounds from bringing aspects of their faith to the workplace. This session aims to provide a survey of the laws regarding religious expression in the workplace (including recent cases before and out of the Supreme Court) and examine ways that a proactive inclusion of faith backgrounds can be done with dignity and respect.</p>
<p>6J Georgetown University Room</p>	<p>MD-715 Barrier Analysis Closed Track</p> <p>Earl Banks, Senior Equal Employment Specialist Anitra Green, Branch Chief, Agency Oversight Division U.S. Equal Employment Opportunity Commission</p> <p>This three-day session provides an overview of affirmative employment, identifying programmatic deficiencies and the barrier analysis process to include legal and public policy foundations; analysis and interpretation of workforce statistics found in MD-715 data tables; trigger identification; barrier analysis investigation; organizing findings and preparing action plans designed to eliminate barriers; and follow-up on MD-715 reports from previous reporting cycles. The session will present hands-on simulations of actual situations typically encountered in preparing MD-715 reports.</p>
<p>12:00pm – 1:30pm</p>	<p>Lunch</p>

1:30pm - 3:00pm	WORKSHOP SESSION 7
7A Salon 3 Room	<p>EEO Case Update - Part 2 (F)</p> <p>Elyssa Santos-Abrams, Attorney Advisor U.S. Equal Employment Opportunity Commission</p> <p>You've been busy over the last year, and so has EEOC. Join EEOC for a lively and engaging discussion of the latest developments in Commission case law, including emerging issues in the federal sector. Each session will feature a different selection of cases.</p>
7B Marquis Rm 5 & 6	<p>Virtual Harassment and Cyberbullying (F/P)</p> <p>Justin Evans, National Hearings Program Manager Stephanie Herrera, Supervisory Administrative Judge U.S. Equal Employment Opportunity Commission</p> <p>Promptly addressing claims of hostile environment harassment can help develop and maintain a respectful workplace, even when many or most employees are teleworking. This session will address the prevention of cyberbullying as well as inappropriate online communication and conduct and offer best practices for investigating and remedying virtual harassment. Participants will learn to recognize signs of harassment and develop an understanding of an employer's responsibility to prevent, investigate, and remedy hostile work environments. Participants will discuss real world examples of common EEO complaints involving cyberbullying and inappropriate online conduct through instant messages, social media posts, emails, and more.</p>
7C Salon 2 Room	<p>Hearing Disabilities in the Workplace and the Americans with Disabilities Act (F/P)</p> <p>Amanda DiSanto, Attorney Advisor Mark Sorokin, General Attorney U.S. Equal Employment Opportunity Commission</p> <p>In January 2023, EEOC issued a technical assistance document entitled Hearing Disabilities in the Workplace and the Americans with Disabilities Act. This session will discuss the contents of this document, which delves into questions such as when an employer may ask an applicant or employee questions about a hearing condition and how it should treat voluntary disclosures; what types of reasonable accommodations applicants or employees with hearing disabilities may need; how an employer should handle safety concerns about applicants and employees with hearing disabilities; and how an employer can ensure that no employee is harassed because of a hearing disability or any other disability.</p>
1:30pm - 3:00pm	WORKSHOP SESSION 7 - CONT.

<p>7D Salon 12 Room</p>	<p>The Future of Performance Evaluations (P)</p> <p>Luther Wright, Jr., Office Managing Shareholder, Assistant Director of Client Training Ogletree Deakins Law Firm</p> <p>Each year more employers end their traditional evaluation processes in favor of more effective review and development strategies. This Presentation will explore the history of performance evaluations, the limitations of performance evaluations and the rationale for ending performance evaluations as we know them. This Presentation will explore the most popular Performance Management trends, including 360 Reviews, peer reviews, structured coaching and mentoring processes.</p>
<p>7E Salon 14 Room</p>	<p>What are the Requirements for Class Certification in Federal Sector Cases? (F)</p> <p>Brian Clark, Administrative Judge Enechi Modu, Supervisory Administrative Judge U.S. Equal Employment Opportunity Commission</p> <p>This advanced session focuses on how to meet or oppose the requisites for certifying a class case. This session will cover critical certification related subjects, such as: satisfying the required legal elements, pre-certification discovery, legal briefing during the EEOC certification stage, and what happens after a class case is certified.</p>
<p>7F Salon 13 Room</p>	<p>Grooming Standards and Workplace Attire (P)</p> <p>Kathleen Bensberg, Trial Attorney Phillip Hoefs, Deputy Director Washington Field Office U.S. Equal Employment opportunity Commission</p> <p>This interactive program will address some of the most challenging questions faced in today's workplace related to grooming standards and workplace attire. This fast-paced program will discuss timely issues including hair discrimination, religious discrimination, and other grooming and dress code requirements. It will address topics from the perspective of management, employees, and the Commission.</p>

<p>7G Salon 4 Room</p>	<p>Accommodation Strategies for Returning to the Workplace (F/P)</p> <p>Michael Looney, Disabilities Program Manager Federal Aviation Administration</p> <p>Kendra Shock, Chief Disability & Reasonable Accommodations U.S. Department of State</p> <p>As the nation continues to recover from the pandemic, many employers have abandoned a conventional perspective on where, when, and how work is performed and have adopted flexible policies and practices to meet business objectives. Like many of the adjustments that were made by employers to keep people working in response to the COVID-19 pandemic (e.g., telework), reasonable accommodations can enable qualified workers with disabilities to stay on-the-job or return to the workplace. Join this session for a look at some situations and potential solutions as well as a discussion of available resources for making individualized reasonable accommodation determinations.</p>
<p>7H Salon 1 Room</p>	<p>Beyond Mere Money: Resolutions That Meet the Needs and Close the Deal</p> <p>John Settle Virginia Supreme Court Certified Mediator & Mentor-Mediator</p> <p>What does it take to resolve a discrimination complaint? Whether resolving a conflict on the job, in a mediation session, or as part of a legal proceeding, employees often are looking for something beyond money. Learn about achieving resolutions that recognize and meet the employee's real needs and create a win-win for both sides.</p>
<p>7I Gallaudet Room</p>	<p>Computer/Electronic Accommodations Program</p> <p>Randy Cooper, Director of Disability Programs U.S. Department of Defense</p> <p>This presentation will provide an overview of the Department of Defense Computer/Electronic Accommodations Program (CAP). This will include background on the CAP program and its mission and vision, information on reasonable accommodations to include assistive technology and support services, government wide workplace accommodation assessments, CAP priorities and updated guidance, best practices for submitting a CAP request to ensure requests are received prior to procurement cut-offs, and time for questions and answers.</p>

<p>7J Georgetown University Room</p>	<p>MD-715 Barrier Analysis Closed Track</p> <p>Earl Banks, Senior Equal Employment Specialist Anitra Green, Branch Chief, Agency Oversight Division U. S. Equal Employment Opportunity Commission</p> <p>This three-day session provides an overview of affirmative employment, identifying programmatic deficiencies and the barrier analysis process to include legal and public policy foundations; analysis and interpretation of workforce statistics found in MD-715 data tables; trigger identification; barrier analysis investigation; organizing findings and preparing action plans designed to eliminate barriers; and follow-up on MD-715 reports from previous reporting cycles. The session will present hands-on simulations of actual situations typically encountered in preparing MD-715 reports.</p>
<p>3:00pm – 3:30pm</p>	<p>Mid-Afternoon Break</p>
<p>3:30pm - 5:00pm</p>	<p>WORKSHOP SESSION 8</p>
<p>8A Salon 3 Room</p>	<p>Mixed Cases (F)</p> <p>Wendy Doernberg, Attorney Advisor Gazal Modhera, Supervisory Attorney U.S. Equal Employment Opportunity Commission</p> <p>Back by popular demand! Are you mixed up about what to do with a mixed case? Do you understand how mixed cases are processed? Or why you might want to file one? This session will shed light on what a mixed case is, how to determine whether to file the case with the EEOC or MSPB, considerations in deciding one forum over another, and more. Join this session to gain a better understanding of the rules, policies, and case authorities governing these cases.</p>
<p>8B Salon 1 Room</p>	<p>DEIA in Federal Interviewing and Hiring (F)</p> <p>Sylvia Corbin-Berry, Diversity Program Manager U.S. Department of Agriculture</p> <p>This session will examine how the principles of diversity, equity, inclusion, and accessibility can lead to success in hiring and analyze mistakes commonly made during the interview process which can lead to a homogeneous workplace. Come learn the appropriate steps to take in the recruitment process to enhance the possibility of a diverse qualified applicant pool, what questions not to ask during the interview, and other techniques for enhancing DEIA within your organization.</p>

<p>8C Salon 12 Room</p>	<p>Hot Topics in Investigations (F)</p> <p>Virginia Andreu, Assistant Director, Special Operations Division U.S. Equal Employment Opportunity Commission</p> <p>Join experts for a presentation of complex, tricky or nuanced EEO issues that crop up during the investigation phase, including real life examples and practical advice. What are the toughest investigation issues for your agency to resolve - equitable tolling, the perception of impartiality, witness participation, adequate record of investigation? This session will explore beyond the basics of these and other increasingly common, yet potentially complex, EEO investigation matters. Come learn how to handle some of the most difficult, complicated, and/or otherwise problematic investigation issues.</p>
<p>8D Salon 4 Room</p>	<p>Service Animals (F/P)</p> <p>Joel A. Kravetz, Assistant Director of Complaints Management, U.S. Department of Justice</p> <p>Christopher Lage, Deputy General Counsel, U.S. Equal Employment Opportunity Commission</p> <p>Peggy Law Founder & Executive Director, Service Dogs Virginia</p> <p>The popularity of service and therapy animals as an accommodation has skyrocketed in recent years. These animals serve a diverse range of purposes, and their requirements differ depending on the setting. This can too often lead to misunderstandings about the rights of people with disabilities who utilize service animals. Join this session to learn how to deal with the reasonable accommodation issues that arise because of including service animals in the workplace. Also hear about best practices in the workplace and discuss the importance of the interactive process when an employee works with a service animal.</p>
<p>3:30pm - 5:00pm WORKSHOP SESSION 8 - CONT.</p>	
<p>8E Salon 2 Room</p>	<p>Ethics for Attorneys (P/F)</p> <p>Saba Bireda, Partner Sanford Heisler Sharp, LLP</p> <p>Nakia Matthews, Legal Ethics Counsel District of Columbia Bar</p> <p>This workshop will cover common ethics issues that arise when practicing employment law as well as new ethical questions and areas of professional risk for attorneys.</p>

<p>8F Marquis Rm 5 & 6</p>	<p>Stress, Anxiety, and Burnout: Prioritizing Mental Health in the Workplace (F/P)</p> <p>Wendy Strobel Gower, Program Director for Inclusive Workplaces K. Lisa Yang and Hock E. Tan Institute on Employment and Disability</p> <p>Anupa Geevarghese, Chief of Staff for ODEP U.S. Department of Labor</p> <p>Frank Giampietro, Americas Chief Well-Being Officer Ernst & Young Global Limited</p> <p>A recent report from the American Psychological Association found that employees with high levels of stress are more likely to miss work or to show lower engagement and commitment while at work. These findings underscore the need to put mental health at the center of workplace policies. This is more important than ever as we deal with shifts in workplace culture exacerbated by the pandemic and changing work environments.</p>
<p>8G Salon 13 Room</p>	<p>Initial Conferences in the Federal Sector Hearings Process- How to Prepare and Participate Effectively (F)</p> <p>Brett Sell, Administrative Judge Sarah McKinin, Administrative Judge U.S. Equal Employment Opportunity Commission</p> <p>Whether you are a complainant, complainant’s attorney, or agency representative, come learn how to get the most out of the initial conference with an EEOC Administrative Judge. In this session, you will learn what to expect during the initial conference and will receive practical tips on how to best prepare for one.</p>

<p>8H Salon 14 Room</p>	<p>Four Steps Forward for Compliance and Inclusion</p> <p>Stephen Paskoff, Esq. Founder, President and CEO of ELI</p> <p>Building workplace cultures aligned with the letter and spirit of applicable laws is critical to the success of public and private organizations. In recent years, COVID, social upheavals dealing with race, sex, ethnicity, sexual orientation, and remote work issues, among others, have made this especially challenging. As an example, in some organizations, well intended DEI initiatives have generated organizational backlash and legal claims rather than improved compliance and daily on the job inclusion. Such outcomes undermine the principles of EEO limiting opportunities and organizational results.</p> <p>Many of these challenges can be met and lessened by applying four necessary structural elements which must be embedded as the DNA of consistent inclusion, compliance, cultural and operational results. This interactive session involving discussion, a simulation and break out segments will present a usable culture and compliance implementation model to help participants deliver enduring initiatives in their organizations.</p>
<p>8I Gallaudet Room</p>	<p>Trauma Awareness in ADR Practice in Employment Discrimination Disputes</p> <p>Henry Yampolsky, Assistant Director for Education, Outreach and Conflict Resolution Virginia Tech University</p> <p>This highly interactive, thought-provoking, and practical session will invite the participants to introduce trauma awareness, compassionate communications and restorative practices into highly charged ADR Cases involving Civil Rights/EEO disputes. Other topics covered in this session will include understanding Civil Rights disputes and other conflicts from a trauma-aware perspective; exploration of four principles of conflict transformation and how they can be used to generate movement from positions to needs; mediating highly charged and/or "unresolvable" conflicts; and connecting trauma awareness in ADR with inclusion and equity.</p>

<p>8J Georgetown University Room</p>	<p>MD-715 Barrier Analysis Closed Track</p> <p>Earl Banks, Senior Equal Employment Specialist Anitra Green, Branch Chief, Agency Oversight Division U.S. Equal Employment Opportunity Commission</p> <p>This three-day session provides an overview of affirmative employment, identifying programmatic deficiencies and the barrier analysis process to include legal and public policy foundations; analysis and interpretation of workforce statistics found in MD-715 data tables; trigger identification; barrier analysis investigation; organizing findings and preparing action plans designed to eliminate barriers; and follow-up on MD-715 reports from previous reporting cycles. The session will present hands-on simulations of actual situations typically encountered in preparing MD-715 reports.</p>
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