

2013 EEO ACADEMY CLASS MATRIX
October 2013 – December 2013

Time	Oct. 4, 2013 Friday	Oct. 18, 2013 Friday	Nov. 1, 2013 Friday	Nov. 15, 2013 Friday	Dec. 6, 2013 Friday
8:30 a.m. 9:30 a.m.	WELCOME Randall Howard, DAS Assistant Director Richard Scott, State EEO Coordinator Felicia Godbolt, EEO Program Manager Ohio Department of Administrative Services	PREVENTING SEXUAL HARASSMENT RESCHEDULED DUE TO FIRE ALARM	SUBSTANCE ABUSE IN THE WORKPLACE William Livisay Alcohol and Drug Abuse Program Administrator Department of Health City of Columbus Columbus, Ohio	EEOC HOT TOPICS AND EEOC STRATEGIC PLAN OVERVIEW (update) Cynthia Stankiewicz Acting Field Director U.S. Equal Employment Opportunity Commission (EEOC) Cleveland, Ohio	DISCRIMINATION BASED ON RELIGION AND NATIONAL ORIGIN Sharon Tassie, Esq. Principal Assistant Attorney General Civil Rights Section Office of the Attorney General Cleveland, Ohio
9:40 a.m. 10:40 a.m.	UNDERSTANDING IMPLICIT BIAS Dr. Sharon Davies Director Kirwan Institute for the Study of Race and Ethnicity, The Ohio State University Columbus, Ohio	PREGNANCY DISCRIMINATION Patrick Dull, Esq. Assistant Attorney General Civil Rights Section Office of the Ohio Attorney General Columbus, Ohio	PREVENTING SEXUAL HARASSMENT (update) Attorney Stacia Marie Jones Senior Legal Counsel Attorney Arooj Sheikh Assistant Legal Counsel Abercrombie & Fitch Columbus, Ohio	THE LOVING CASE AND DISCRIMINATION BASED ON ASSOCIATION Darren L. Nealy Director of Student Services University of Michigan Law School Ann, Arbor, Michigan	BULLYING AND ABUSE IN THE WORKPLACE Joseph Hullet, MD, UBH, Psychiatrist National Medical Director Employer Market for OptumHealth Specialty Networks San Capistrano, California
10:50 a.m. 11:50 a.m.	RETALIATION UPDATE Lee Ann Rabe, Esq. Assistant Attorney General Employment Law Section Office of the Attorney General Columbus, Ohio	FAMILY RESPONSIBILITY DISCRIMINATION Duffy W. Jamieson, Esq. Chief Assistant Attorney General Civil Rights Section Office of the Ohio Attorney General Columbus, Ohio	CREATING AN INCLUSIVE WORKPLACE FOR PEOPLE OF ALL SEXUAL ORIENTATIONS Liz Roccoforte Director Lesbian Gay Bisexual Transgender Ctr. Gia Adeen EEO & Diversity Manager, Office of Inclusion, Diversity and Equal Opportunity	THE STATE OF LATINO AFFAIRS IN OHIO Lilleana Cavanaugh Executive Director Ohio Latino Affairs Commission Columbus, Ohio	BULLYING: Panel Discussion Facilitator: Deborah Branham, DAS/EAP Dr. Joseph Hullet, UBH, Psychiatrist Ray Geis, DAS Labor Relations Officer Lisa Callandar, City of Columbus, EAP Ken Kirskey, DAS/OEAP Ursel McElroy-Drake, Deputy Director of Education and Policy, Ohio Attorney General
1:00 p.m. 2:00 p.m.	EEOC HOT TOPICS AND EEOC STRATEGIC PLAN OVERVIEW RESCHEDULED DUE GOVERNMENT SHUTDOWN	HIRING QUALIFIED WORKERS WITH CRIMINAL RECORDS Stephen Johnson Grove Deputy Director Ohio Justice and Policy Center Cincinnati, Ohio	RACE DISCRIMINATION Dr. Marilyn Bates-Mims, Ph.D. Bates-Mims Associates Cincinnati, Ohio	DISCRIMINATION BASED ON AGE David Oppenheimer, Esq. Assistant Attorney General Civil Rights Section Office of the Attorney General Cleveland, Ohio	UNITED STATES EQUAL EMPLOYMENT COMMISSION MEDIATION PROCESS Deanna Jackson EEOC Mediator United States Equal Employment Opportunity Commission (EEOC) Cleveland, Ohio
2:10 p.m. 3:10 p.m.	UNDERSTANDING AMERICAN INDIAN CULTURE Guy Jones Co-Founder Miami Valley Council for Native Americans Cincinnati, Ohio	CLARIFYING THE DISTINCTION BETWEEN EEO AND AFFIRMATIVE ACTION Paula Penn-Nabrit, Esq. Penn-Nabrit & Associates, Inc. Columbus, Ohio	OTHER ASPECTS OF EQUALITY Marilyn Tobocman Senior Attorney, Attorney General Civil Rights Section Office of the Attorney General	ADA REASONABLE ACCOMODATIONS L. Scott Lissner Americans with Disabilities Act (ADA) Coordinator The Ohio State University Columbus, Ohio	WOMEN, LEADERSHIP & STRATEGIES FOR SUCCESS Donna James Managing Director Lardon & Associates, LLC Columbus, Ohio
3:20 p.m. 4:20 p.m.	DOMESTIC VIOLENCE Sandy Huntzinger Victim Service Coordinator Crime Victim Services Office of the Attorney General Columbus, Ohio	CLARIFYING THE DISTINCTION BETWEEN EEO AND AFFIRMATIVE ACTION Paula Penn-Nabrit, Esq. Penn-Nabrit & Associates, Inc Columbus, Ohio	CRITICAL STRESS INCIDENT: PRE INCIDENT EDUCATION Ken Kirskey, MSW, LISW, CEAP Assistant Director Ohio Employee Assistance Program Columbus, Ohio	ENGAGING PEOPLE WITH DISABILITIES IN POLICY DISCUSSIONS Dana Charlton Executive Director Ohio Self Determination Association Worthington, Ohio	CLOSING REMARKS Felicia Godbolt EEO Program Manager Ohio Department of Administrative Services Columbus, Ohio

The State of Ohio is an equal opportunity employer.

Registration: <http://trainreg.das.ohio.gov>, then click "EEO Academy."

Location: Ohio Department of Transportation – Auditorium
1980 W. Broad St.

Updated: 10/23/2013 4:04:08 PM

Participation Certificate Levels:

General EEO Practitioner completes a minimum of **22** classroom hours

Senior EEO Practitioner completes a minimum of **50** classroom hours

Executive EEO Practitioner completes a minimum of **80** classroom hours

Expert EEO Practitioner completes a minimum of **107** classroom hours *