

2015 EEO ACADEMY CLASS MATRIX: OCTOBER 2015 – DECEMBER 2015 – Revised as of 9/1/15

ODOT 1980 W. BROAD ST., AUDITORIUM

Time	Oct. 2, 2015 Friday	Oct. 16, 2015 Friday	Nov. 6, 2015 Friday	Nov. 20, 2015 Friday	Dec. 4, 2015 Friday
8:00 am–8:30am	WELCOME	ANNOUNCEMENTS	ANNOUNCEMENTS	ANNOUNCEMENTS	ANNOUNCEMENTS
8:30 a.m. - 9:30 a.m.	RECENT DECISIONS AFFECTING WORKPLACE DISCRIMINATION COMPLAINTS AND INVESTIGATIONS Frederick M. Gittes, Principal The Gittes Law Group Columbus, Ohio	SEXUAL HARASSMENT PREVENTION Lee Ann Rabe, Esq. Assistant Attorney General Employment Law Section Ohio Attorney General's Office Columbus, Ohio	OVERCOMING LEADERSHIP CHALLENGES UNIQUE TO WOMEN (IN BUSINESS) Iris Ann Cooper Just Ask Iris, Inc. Columbus, Ohio	NON-EMPLOYMENT PRE-PROCEDURES Sharon D. Tassie, Esq. Principal Assistant Attorney General Ohio Attorney General's Office Cleveland, Ohio	POSITION STATEMENTS AND MEDIATED SETTLEMENTS (DO'S AND DON'TS) Ray Geis, Esq. Labor Relations Officer Ohio Department of Administrative Services Columbus, Ohio
9:40 a.m. - 10:40 a.m.	RACE DISCRIMINATION AND TITLE VII Carter Mitchell Stewart, Esq. U. S. Attorney's Office Southern District of Ohio Columbus, Ohio	SEX DISCRIMINATION LAW OVERVIEW Duffy W. Jamieson, Esq. Chief Assistant Attorney General Civil Rights Section Ohio Attorney General's Office Columbus, Ohio	GENDER TRANSITIONING IN THE WORKPLACE Lana Moore Captain City of Columbus, Division of Fire Columbus, Ohio	A DEEPER LOOK AT BULLYING IN THE WORKPLACE Roderick Cheatam, Training Officer Deborah Branham, Assistant Benefits Administrator Human Resources Division Ohio Department of Administrative Services Columbus, Ohio	BEST PRACTICES FOR DIVERSITY RECRUITMENT: THE WAR FOR TALENT Steve S. Francis, Manager Corporate Affairs Department Honda of America Mfg., Inc. Marysville, Ohio
10:50 a.m. - 11:50 a.m.	DEVELOPING TOLERANCE PROGRAMS Scott Warrick JD, MLHR, SPHR Human Resource Consulting and Training Services Columbus, Ohio	PREGNANCY DISCRIMINATION Patrick Dull, Esq. Assistant Attorney General Civil Rights Section Ohio Attorney General's Office Columbus, Ohio	CIVIL RIGHTS IMPLICATIONS OF SOCIAL MEDIA Lori Anthony, Esq. Section Chief Civil Rights Civil Rights Section Ohio Attorney General's Office Cincinnati, Ohio	DISCRIMINATION BASED ON AGE Megan Hudson, Esq. Assistant Attorney General Civil Rights Section Ohio Attorney General's Office Columbus, Ohio	DISCRIMINATION BASED ON RELIGION Stacia Marie Jones, Esq. Senior Legal Counsel Arooj Sheikh, Esq. Assistant Legal Counsel Abercrombie & Fitch Columbus, Ohio
1:00 p.m. - 2:00 p.m.	U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION MEDIATION PROCESS Deanna Jackson EEOC Mediator U.S. Equal Employment Opportunity Commission Cleveland, Ohio	LEGAL ASSIMILATION: IDENTITY BASED INDICATORS Darren Nealy, Esq. Director of Student Services University of Michigan Law School Ann Arbor, Michigan	EMOTIONAL INTELLIGENCE (AT WORK) Patrice Baughman Borders, Esq. Prevention Strategies LLC Cincinnati, Ohio	AMERICANS WITH DISABILITIES UPDATE: Part 1 L. Scott Lissner Americans with Disabilities Act Coordinator The Ohio State University Columbus, Ohio	FMLA UPDATE Nicole S. Moss, Esq. Senior Staff Attorney Office of Legal and Acquisition Services Ohio Department of Job and Family Services Columbus, Ohio
2:10 p.m. - 3:10 p.m.	REDEMPTION AND RETENTION GATEWAY: WHY AND HOW TO HIRE HIGH-QUALITY WORKERS WITH CRIMINAL RECORDS Stephen JohnsonGrove Deputy Director Ohio Justice and Policy Center Cincinnati, Ohio	STATE PERSONNEL BOARD OF REVIEW (SPBR) HEARINGS: WINNING OR LOSING James R. Sprague, Esq. Administrative Law Judge Marcie Scholl, Esq. State Personnel Board of Review Columbus, Ohio	ENHANCE YOUR CULTURAL COMPETENCY: NEW AMERICANS Abdikhayr H. Soofe New American Initiative Outreach Coordinator City of Columbus, Community Relations Commission Columbus, Ohio	AMERICANS WITH DISABILITIES UPDATE: Part 2 L. Scott Lissner Americans with Disabilities Act Coordinator The Ohio State University Columbus, Ohio	LBGT EMPLOYMENT UPDATE AND SAME SEX MARRIAGE Jennifer Branch, Esq. Gerhardstein & Branch Co., LPA Cincinnati, Ohio
3:20 p.m. - 4:20 p.m.	EEOC OVERVIEW AND DISCRIMINATION CHARGE PROCESS Marcel D. Baldwin Outreach & Training Manager. U.S. Equal Employment Opportunity Commission Cleveland, Ohio	SUBSTANCE ABUSE IN THE WORKPLACE William Livisay, Program Administrator Alcohol and Drug Abuse City of Columbus, Department of Health Columbus, Ohio	LOOKING FOR LOVE IN ALL THE WRONG PLACES: DATING IN THE WORKPLACE UPDATE Anne Thomson, Esq. Human Resources Division Ohio Department of Mental Health and Addiction Services Columbus, Ohio	DISSECTION OF A RETALIATION CASE UNDER STATE AND FEDERAL ANTI-DISCRIMINATION LAWS Stephanie Bostos-Demers, Esq. Chief Legal Counsel Ohio Civil Rights Commission Columbus, Ohio	CLOSING REMARKS Felicia Godbolt EEO Program Manager Equal Opportunity Division Ohio Department of Administrative Services Columbus, Ohio

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Registration: [click here](#)

If questions, please contact: 614-466-8380 or DAS.AAEEO@das.ohio.gov.

Updated: 9/1/2015 3:18:20 PM.

EEO 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

Master EEO Practitioner completes a minimum of 150 classroom hours