

Ohio Department of Administrative Services, Equal Opportunity Division  
**EEO ACADEMY CLASS MATRIX**  
 October 2009 – December 2009

Time	October 2, 2009 Friday	October 16, 2009 Friday	October 30, 2009 Friday	November 13, 2009 Friday	December 4, 2009 Friday	December 18, 2009 Friday
8:30 a.m. – 9:30 a.m.	<b>WELCOME/ORIENTATION</b> Hugh Quill, DAS Director Melinda Carter, State EEO Coordinator Felicia Godbolt, EEO Program Manager Department of Administrative Services	<b>CURRENT ISSUES IN CIVIL RIGHTS LAW (CLE)</b> G. Michael Payton, Esq. Executive Director Ohio Civil Rights Commission <b>EOD-2009-06</b>	<b>SEXUAL HARASSMENT UPDATE (CLE)</b> <i>WHAT NOT TO DO</i> Stephanie Bostos Demers, Esq. Labor and Human Resources Advisor Columbus State Community College <b>EOD-2009-12</b>	<b>RETALIATION (CLE)</b> Floyd D. Weatherspoon, Esq. Capital Law School <b>EOD-2009-18</b>	<b>LEADERSHIP STRATEGIES</b> Dr. Paul Otte, Executive Director Franklin University Leadership Center <b>EOD-2009-24</b>	<b>MEETING EEO CHALLENGES DURING CHANGE</b> Janine Hancock-Jones Office of Governor Ted Strickland <b>EOD-2009-30</b>
9:40 a.m. – 10:40 a.m.	<b>UPDATE ON AGE DISCRIMINATION (CLE)</b> Sloan T. Spalding, Esq. Chief Legal Counsel Ohio Department of Mental Health <b>EOD-2009-01</b>	<b>DISCRIMINATION BASED ON RACE (CLE)</b> G. Michael Payton, Esq. Executive Director Ohio Civil Rights Commission <b>EOD-2009-07</b>	<b>EMPLOYMENT, ECONOMICS &amp; DISCRIMINATION</b> Merelyn Bates Mims, Ph.D. BatesMims Associates, Inc. <b>EOD-2009-13</b>	<b>LABOR RELATIONS &amp; EEO (CLE)</b> Raymond Geis, Esq. Labor Relations Manager Department of Administrative Services Office of Employee Services <b>EOD-2009-19</b>	<b>THE STATE OF AFFIRMATIVE ACTION (CLE)</b> Senator Ray Miller, Minority Whip 15 <sup>th</sup> Senatorial District Ohio Senate <b>EOD-2009-25</b>	<b>ETHICS</b> Susan Willeke, Education Coordinator Ethics Commission of Ohio <b>EOD-2009-31</b>
10:50 a.m. – 11:50 a.m.	<b>AMENDMENT TO THE ADA</b> James R. Gears, M.R.C., C.R.C Ohio Rehabilitation Services Commission <b>EOD-2009-02</b>	<b>GAMES ORGANIZATIONS PLAY</b> Edward Taylor, III Diversity Consultant <b>EOD-2009-08</b>	<b>PROCUREMENT INCLUSION PRINCIPLES (CLE)</b> Melinda Carter, Esq. Deputy Director and State EEO Coordinator Department of Administrative Services Equal Opportunity Division <b>EOD-2009-14</b>	<b>HISTORICAL OVERVIEW OF MINORITY BUSINESS (MBE) PROGRAMS (CLE)</b> Melinda Carter, Esq. Deputy Director and State EEO Coordinator Department of Administrative Services Equal Opportunity Division <b>EOD-2009-20</b>	<b>DISCRIMINATORY HARASSMENT VICARIOUS LIABILITY FOR SUPERVISORS</b> Cynthia K. Stankiewicz, Program Analyst U.S. Equal Employment Opportunity Commission (EEOC) <b>EOD-2009-26</b>	<b>ETHICS</b> Susan Willeke, Education Coordinator Ethics Commission of Ohio <b>EOD-2009-31</b>  <b>OPEN PERIOD</b> *****
1:00 p.m. – 2:00 p.m.	<b>UNDERSTANDING CULTURAL COMPETENCE</b> Sandra Stephenson, MSW, MA Director Ohio Department of Mental Health <b>EOD-2009-03</b>	<b>FMLA UPDATE (CLE)</b> Sara C. Craven, Esq., Policy Analyst Department of Administrative Services Human Resources Division Office of Policy Development <b>EOD-2009-09</b>	<b>UNDERSTANDING MENTAL HEALTH ISSUES IN THE WORKPLACE I</b> Debbie Shutt, EAP Field Coordinator Ohio Employees Assistance Program <b>EOD-2009-15</b>	<b>DISCRIMINATION BASED ON RELIGION AND REASONABLE ACCOMODATIONS (CLE)</b> Patrick M. Dull, Esq. Assistant Attorney General Ohio Attorney General Office Civil Rights Section <b>EOD-2009-21</b>	<b>DATING IN THE WORKPLACE (CLE)</b> Anne Thomson, Esq. Office Chief, Division of Human Resources Ohio Department of Mental Health <b>EOD-2009-27</b>	<b>EMOTIONAL INTELLIGENCE: TOLERANCE IN THE WORKPLACE I* (CLE)</b> Scott Warrick, JD, MLHR, SPHR Human Resources Consulting Employment Law & Training Services <b>EOD-2009-32</b> <b>Strategic Management Credit offered for class by HRCL.</b>
2:10 p.m. – 3:10 p.m.	<b>SEXUAL ORIENTATION AND GENDER IDENTITY UPDATE I (CLE)</b> <i>PANEL DISCUSSION</i> Facilitator: Keith Mc Neil, Esq. Ohio Civil Rights Commission <b>EOD-2009-04</b>	<b>WOMEN IN THE WORKPLACE: 2009 BEYOND THE GLASS CEILING I</b> <i>PANEL DISCUSSION</i> Facilitator: Hollie Hinton, Director Governor's Office for Women's Initiatives and Outreach <b>EOD-2009-10</b>	<b>UNDERSTANDING MENTAL HEALTH ISSUES IN THE WORKPLACE II</b> Debbie Shutt, EAP Field Coordinator Ohio Employees Assistance Program <b>EOD-2009-16</b>	<b>USERRA UPDATE</b> Roy Davis, Veterans Program Specialist United States Department of Labor Veterans Employment and Training Services <b>EOD-2009-22</b>	<b>EEO INVESTIGATION PROCESS I</b> Edward Waters, Deputy Inspector General Mark Bentley, Deputy Inspector General Office of the Inspector General <b>EOD-2009-28</b>	<b>EMOTIONAL INTELLIGENCE: TOLERANCE IN THE WORKPLACE II *(CLE)</b> Scott Warrick, JD, MLHR, SPHR Human Resources Consulting Employment Law & Training Services <b>EOD-2009-33</b> <b>Strategic Management Credit offered for class by HRCL.</b>
3:20 p.m. – 4:20 p.m.	<b>SEXUAL ORIENTATION AND GENDER IDENTITY UPDATE II (CLE)</b> <i>PANEL DISCUSSION</i> Facilitator: Keith Mc Neil, Esq. Ohio Civil Rights Commission <b>EOD-2009-05</b>	<b>WOMEN IN THE WORKPLACE: 2009 BEYOND THE GLASS CEILING II</b> <i>PANEL DISCUSSION</i> Facilitator: Hollie Hinton, Director Governor's Office for Women's Initiatives and Outreach <b>EOD-2009-11</b>	<b>EEO DATA COLLECTION &amp; THE PUBLIC RECORDS ACT (CLE)</b> Darren Shulman, Esq. Associate Legal Counsel Department of Administrative Services <b>EOD-2009-17</b>	<b>DEVELOPING DIVERSITY RECRUITMENT PROGRAMS</b> Shannon Burt, HR Consultant for Nationwide Insurance Amanda Pruet, HR Manager <b>EOD-2009-23</b>	<b>EEO INVESTIGATION PROCESS II</b> Edward Waters, Deputy Inspector General Mark Bentley, Deputy Inspector General Office of the Inspector General <b>EOD-2009-29</b>	<b>CLOSING REMARKS</b>

*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 West Broad Street

Updated: 11/13/2009 10:58:17 AM

*Participation Certificate Levels:*

**General EEO Practitioner** completes a minimum of 22 classroom hours  
**Senior EEO Practitioner** completes minimum of 50 classroom hours  
**Executive EEO Practitioner** completes a minimum of 80 classroom hours