

Ohio Department of Administrative Services, Equal Opportunity Division  
**2011 EEO ACADEMY CLASS MATRIX**  
 October 2011 – December 2011

Time	Oct. 7, 2011 Friday	Oct. 21, 2011 Friday	Nov. 4, 2011 Friday	Nov. 18, 2011 Friday	Dec. 2, 2011 Friday	Dec. 16, 2011 Friday
8:30 a.m. 9:30 a.m.	<b>WELCOME/ORIENTATION</b> Robert Blair, DAS Director Felicia Godbolt, DAS EEO Program Manager Ohio Department of Administrative Services	<b>THE STRUCTURE OF OPPORTUNITY AND RACE (CLE)</b> Stephen Menedian, Esq. Senior Legal Associate Kirwan Institute for the Study of Race and Ethnicity Ohio State University	<b>MANAGING EEO IN AN ACADEMIC ENVIRONMENT</b> Darryl A. Peal President South Central Ohio Minority Supplier Development Council	<b>THE CULTURAL DIMENSION OF EFFECTIVE PROFESSIONAL SERVICE</b> Dr. Christopher Washington Academic Vice President Franklin University	<b>DISCRIMINATION AND RELIGIOUS ACCOMMODATIONS (CLE)</b> Stacia Marie Jones., Esq. Director and Legal Counsel Abercrombie & Fitch	<b>LEADING CHANGE</b> Dr. Paul Otte Executive Director Franklin University Leadership Center
9:40 a.m. 10:40 a.m.	<b>UNDERSTANDING RACE DISCRIMINATION (CLE)</b> Ray Miller, Esq. President The Center for Urban Progress	<b>SEX DISCRIMINATION AND SEXUAL HARASSMENT (CLE)</b> Patrick Dull, Esq. Assistant Attorney General Civil Rights Section Office of the Ohio Attorney General	<b>IT WASN'T THAT LONG AGO</b> Darlene Sweeney-Newbern Toledo Regional Director Ohio Civil Rights Commission	<b>LABOR AND EEO (CLE)</b> Raymond Geis, Esq. Labor Relations Officer Ohio Department of Administrative Services	<b>THE STATE OF LATINO AFFAIRS IN OHIO</b> Lilleana Cavanaugh MBE Executive Director Ohio Latino Affairs Commission	<b>SUBSTANCE ABUSE</b> William O. Livisay, LSW, OCPS II Columbus Public Health City of Columbus
10:50 a.m. 11:50 a.m.	<b>CONFLICT COMMUNICATION STYLES (CLE)</b> Susan Nagel, Esq. Professor Capital University Law School Chief Executive Officer CPR, Inc.	<b>TITLE II OF THE GENETIC INFORMATION AND NONDISCRIMINATION ACT (GINA) OF 2008 (CLE)</b> Cynthia Stankiewicz Cleveland Field Office Enforcement Manager U. S. Equal Employment Opportunity Commission (EEOC)	<b>OHIO CIVIL RIGHTS COMMISSION (OCRC) DISCRIMINATION COMPLAINT PROCESS</b> Darlene Sweeney-Newbern Toledo Regional Director Ohio Civil Rights Commission	<b>THE AUDACITY OF PUBLIC INTEGRITY (CLE)</b> Richard A. Whitehouse, Esq. Executive Director State Medical Board of Ohio	<b>SENIORS IN EMPLOYMENT</b> Tiffany Dixon Workforce Policy and Program Administrator Ohio Department of Aging	<b>GENDER STEREOTYPING (CLE)</b> G. Michael Payton, Esq. Executive Director and Keith McNeil Regional Counsel and Director of Operations Ohio Civil Rights Commission
1:00 p.m. 2:00 p.m.	<b>AMERICAN INDIANS: BY WHOSE DEFINITION</b> Guy Jones Co-Founder Miami Valley Council for Native Americans	<b>DISCRIMINATION BASED ON AGE (CLE)</b> Duffy W. Jamieson, Esq. Chief Assistant Attorney General Civil Rights Section Office of the Ohio Attorney General	<b>ADA: AMENDED, REINFORCED AND CLARIFIED (CLE)</b> L. Scott Lissner Americans with Disabilities Act Coordinator The Ohio State University	<b>THE IMPACT OF GENERATIONS IN THE WORKPLACE</b> Sandy Crocker Hosfeld Diversity Specialist and Workgroup Consultant	<b>BEST PRACTICES TO MEET OHIO'S MINORITY BUSINESS ENTERPRISE GOALS (CLE)</b> Melinda Carter, Esq. Executive Director Equal Opportunity Commission Office, City of Columbus	<b>WORKPLACE BULLYING VS. HARASSMENT (CLE)</b> Scott Warrick JD, MLHR, SPHR Employment Law and Training Services
2:10 p.m. 3:10 p.m.	<b>UNDERSTANDING EQUAL OPPORTUNITY FROM A MILITARY PERSPECTIVE</b> Captain Warren W. Van Overbeke Ohio Adjutant General's Department State Equal Employment Opportunity Manager (SEEM)	<b>EMPLOYMENT RETALIATION (CLE)</b> Lee Ann Rabe, Esq. Assistant Attorney General Employment Law Section Office of the Attorney General	<b>ADA: AMENDED, REINFORCED AND CLARIFIED (CLE)</b> L. Scott Lissner Americans with Disabilities Act Coordinator The Ohio State University	<b>PUBLIC RECORDS 101 (CLE)</b> Lisa Iannotta, Esq. Chief Legal Counsel and Cathy Perkins, Esq. Associate Legal Counsel DAS Office of Legal Services	<b>HEALTH INSURANCE PORTABILITY AND ACCOUNTABILITY ACT (HIPAA) (CLE)</b> Socrates Tuch, Esq. Senior Counsel and Privacy Officer Ohio Department of Health	<b>WORKPLACE BULLYING VS. HARASSMENT (CLE)</b> Scott Warrick JD, MLHR, SPHR Employment Law and Training Services
3:20 p.m. 4:20 p.m.	<b>CLASS CANCELTION</b>	<b>EMPLOYMENT PRACTICES AND DISPARATE IMPACT (CLE)</b> Donna L. Williams-Alexander, Esq. Senior Trial Attorney U. S Equal Employment Opportunity Commission (EEOC)	<b>UNDERSTANDING THE SOMALIAN COMMUNITY</b> Mussa Farah, Commissioner Community Relations of Columbus City of Columbus	<b>DATING IN THE WORKPLACE UPDATE (CLE)</b> Anne Thomson, Esq. Human Resources Division Ohio Department of Mental Health	<b>CLASS CANCELTION</b>	<b>FINAL THOUGHTS</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 W. Broad St.

Updated: 12/13/2011 11:40:49 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  
**Expert EEO Practitioner** completes a minimum of 107 classroom hours \*