

**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.	<b>WELCOME</b> Randall Howard, DAS Assistant Director Richard Scott, State EEO Coordinator Felicia Godbolt, EEO Program Manager Ohio Department of Administrative Services	<b>PREVENTING SEXUAL HARASSMENT</b> <b>Stacia Marie Jones</b> Director and Legal Counsel <b>Arooj Sheikh</b> Assistant Legal Counsel Abercrombie & Fitch Columbus, Ohio	<b>SUBSTANCE ABUSE IN THE WORKPLACE</b> <b>William Livisay</b> Alcohol and Drug Abuse Program Administrator Department of Health City of Columbus Columbus, Ohio	<b>THE ASIAN AMERICAN AND PACIFIC ISLANDER COMMUNITY</b> <b>Dr. Yung-Chen Lu</b> Chair Ohio Asian American Pacific Islander Advisory Council Columbus, Ohio	<b>DISCRIMINATION BASED ON RELIGION AND NATIONAL ORIGIN</b> <b>Sharon Tassie, Esq.</b> Principal Assistant Attorney General Civil Rights Section Office of the Attorney General Cleveland, Ohio
9:40 a.m. 10:40 a.m.	<b>UNDERSTANDING IMPLICIT BIAS</b> <b>Dr. Sharon Davies</b> Director Kirwan Institute for the Study of Race and Ethnicity, The Ohio State University Columbus, Ohio	<b>PREGNANCY DISCRIMINATION</b> <b>Patrick Dull, Esq.</b> Assistant Attorney General Civil Rights Section Office of the Ohio Attorney General Columbus, Ohio	<b>MINORITY BUSINESS DEVELOPMENT BEST PRACTICES</b> <b>Jacqueline Williams</b> Executive Director Minority Business Division Ohio Development Services Agency Columbus, Ohio	<b>THE LOVING CASE AND DISCRIMINATION BASED ON ASSOCIATION</b> <b>Darren L. Nealy</b> Director of Student Services University of Michigan Law School Ann Arbor, Michigan	<b>BULLYING AND ABUSE IN THE WORKPLACE</b> <b>Joseph Hullet, MD, UBH, Psychiatrist</b> National Medical Director Employer Market for OptumHealth Specialty Networks San Capistrano, California
10:50 a.m. 11:50 a.m.	<b>RETALIATION UPDATE</b> <b>Lee Ann Rabe, Esq.</b> Assistant Attorney General Employment Law Section Office of the Attorney General Columbus, Ohio	<b>FAMILY RESPONSIBILITY DISCRIMINATION</b> <b>Duffy W. Jamieson, Esq.</b> Chief Assistant Attorney General Civil Rights Section Office of the Ohio Attorney General Columbus, Ohio	<b>CREATING AN INCLUSIVE WORKPLACE FOR PEOPLE OF ALL SEXUAL ORIENTATIONS</b> <b>Liz Roccoforte</b> Director Lesbian Gay Bisexual Transgender Center <b>Gia Adeen</b> EEO and Diversity Manager, Office of Inclusion, Diversity and Equal Opportunity	<b>THE STATE OF LATINO AFFAIRS IN OHIO</b> <b>Lilleana Cavanaugh</b> Executive Director Ohio Latino Affairs Commission Columbus, Ohio	<b>BULLYING: Panel Discussion</b> <b>Facilitator: Debora Branham, DAS/OEAP</b> 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.	<b>EEOC HOT TOPICS AND EEOC STRATEGIC PLAN OVERVIEW</b>  CANCELLED DUE TO GOVERNMENT SHUTDOWN	<b>HIRING QUALIFIED WORKERS WITH CRIMINAL RECORDS</b> <b>Stephen JohnsonGrove</b> Deputy Director Ohio Justice and Policy Center Cincinnati, Ohio	<b>RACE DISCRIMINATION</b> <b>Merelyn Bates-Mims, Ph.D.</b> BatesMims Associates <b>Tom Rudd</b> Director of Education and Emerging Research Kirwan Institute for the Study of Race and Ethnicity, The Ohio State University Columbus, Ohio	<b>DISCRIMINATION BASED ON AGE</b> <b>David Oppenheimer, Esq.</b> Assistant Attorney General Civil Rights Section Office of the Attorney General Cleveland, Ohio	<b>U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION MEDIATION PROCESS</b> <b>Deanna Jackson</b> Mediator U.S. Equal Employment Opportunity Commission (EEOC) Cleveland, Ohio
2:10 p.m. 3:10 p.m.	<b>UNDERSTANDING AMERICAN INDIAN CULTURE</b> <b>Guy Jones</b> Co-Founder Miami Valley Council for Native Americans Cincinnati, Ohio	<b>CLARIFYING THE DISTINCTION BETWEEN EEO AND AFFIRMATIVE ACTION</b> <b>Paula Penn-Nabrit, Esq.</b> Penn-Nabrit & Associates, Inc. Columbus, Ohio	<b>OTHER ASPECTS OF EQUITY AND FAIRNESS</b> <b>Marilyn Tobocman</b> Senior Attorney General Civil Rights Section Office of the Attorney General Cleveland, Ohio	<b>ADA REASONABLE ACCOMODATIONS</b> <b>L. Scott Lissner</b> Americans with Disabilities Act (ADA) Coordinator The Ohio State University Columbus, Ohio	<b>WOMEN'S LEADERSHIP AND STRATEGIES FOR SUCCESS</b> <b>Donna James</b> Managing Director Lardon & Associates, LLC Columbus, Ohio
3:20 p.m. 4:20 p.m.	<b>DOMESTIC VIOLENCE</b> <b>Sandy Huntzinger</b> Victim Service Coordinator Crime Victim Services Office of the Attorney General Columbus, Ohio	<b>CLARIFYING THE DISTINCTION BETWEEN EEO AND AFFIRMATIVE ACTION</b> <b>Paula Penn-Nabrit, Esq.</b> Penn-Nabrit & Associates, Inc Columbus, Ohio	<b>CRITICAL STRESS INCIDENT: PRE-INCIDENT EDUCATION</b> <b>Ken Kirskey, MSW, LISW, CEAP</b> Benefits Manager Ohio Employee Assistance Program Columbus, Ohio	<b>ENGAGING PEOPLE WITH DISABILITIES IN POLICY DISCUSSIONS</b> <b>Dana Charlton</b> Executive Director Ohio Self Determination Association Worthington, Ohio	<b>CLOSING REMARKS</b> 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: 10/3/2013 1:47:17 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 \*