



Equal Opportunity Division

**OHIO DEPARTMENT OF ADMINISTRATIVE SERVICES
2013 EEO ACADEMY**



Contents

Mission and Vision Statement	3
Introduction/About the EEO Academy.....	3
Registration	3
Target Audience.....	3
Method of Instruction.....	3
Training Evaluations	3
Continuing and Legal Education Credit.....	4
Training Certifications.....	4
Training Evaluations	4
Acknowledgements	4
Special Acknowledgements	5
Welcome	7
Understanding Implicit Bias.....	10
Retaliation Update	11
EEOC Hot Topics and EEOC Strategic Plan Overview	12
Understanding American Indian Culture	13
Domestic Violence.....	14
Preventing Sexual Harassment.....	16
Pregnancy Discrimination	17
Family Responsibility Discrimination	18
Hiring Qualified Workers with Criminal Records	19
Clarifying the Distinction between EEO and Affirmative Action (Part I).....	20
Clarifying the Distinction between EEO and Affirmative Action (Part II).....	21
Substance Abuse in the Workplace	23
Minority Business Development Best Practices.....	24
Creating an Inclusive Workplace for People of all Sexual Orientations	25
Race Discrimination	26
Other Aspects of Equity and Fairness	27
Critical Stress Incident: Pre Incident Education	28
The Asian American and Pacific Islander Community	30
The Loving Case and Discrimination Based on Association	31
The State of Latino Affairs in Ohio.....	32
Discrimination Based on Age	33
ADA Reasonable Accommodations	34
Engaging People with Disabilities in Policy Discussions.....	35
Discrimination Based on Religion and National Origin.....	38
Bullying and Abuse in the Workplace	39
Bullying: Panel Discussion	40
United States Equal Employment Opportunity Commission Mediation Process	42
Women’s Leadership and Strategies for Success.....	43
Closing Remarks	44

MISSION

The mission of the EEO Academy is to enhance professionalism by providing leadership and continuing education to Equal Employment Opportunity (EEO) and human resources (HR) professionals in the area of EEO.

VISION

We envision that this type of training will lead to a professionally recognized EEO Certification as well as creating a professional networking environment within state government.

INTRODUCTION

Pursuant to Ohio Administrative Code 123:1-49-02, the Ohio Department of Administrative Services Equal Opportunity Division shall provide leadership and guidance to departments and agencies in the conduct of equal employment opportunity programs for the employees of and applicants for employment with State of Ohio agencies. The State EEO Coordinator shall adopt regulations and issue procedures to implement the EEO regulations.

ABOUT THE EEO ACADEMY

In 2006, the Affirmative Action/Equal Employment Opportunity Unit within the Ohio Department of Administrative Services Equal Opportunity Division launched a biannual training program to inform professionals in three areas of EEO:

1. Equal employment opportunity and laws;
2. Human resources and diversity; and
3. Equal employment opportunity compliance.

Subject matter experts present course material to ensure that professionals are abreast of the causes and effects of discrimination, compliance with EEO laws, current issues, best practices, Affirmative Action and valuing diversity.

REGISTRATION

The EEO Academy matrix, course description booklet and online registration are available on the Equal Opportunity Division website at: <http://das.ohio.gov/Divisions/EqualOpportunity.aspx> please select "2013 EEO Academy" listed under Hot Links.

TARGET AUDIENCE

Equal employment opportunity, human resources professionals and legal counsel assigned to equal employment opportunity duties.

METHOD OF INSTRUCTION

EEO Academy presenters will provide information in the format of a lecture, open discussion, question and answer sessions and small group discussions. All training seminars are one hour. Participants are responsible for signing the attendance roster for each training seminar attended.

TRAINING EVALUATIONS

Participants are encouraged to complete all training evaluations and submit them at the end of each training seminar. The information will be forwarded to presenters as well as used in the development of future EEO Academy programming.

CONTINUING LEGAL EDUCATION (CLE) CREDIT AND CONTINUING EDUCATION UNITS (CEU)

The 2013 EEO Academy requested 17 Continuing Legal Education (CLE) credits through the Supreme Court of Ohio, which are approved.

The 2013 EEO Academy requested 28 Continuing Education Units (CEU) through The Ohio State University Office of Continuing Education which are pending approval.

TRAINING CERTIFICATION

Cumulative credit certificates are given to participants based on completed classroom hours.

1. General EEO Practitioner must complete a minimum of 22 classroom hours;
2. Senior EEO Practitioner must complete a minimum of 50 classroom hours;
3. Executive EEO Practitioner must complete a minimum of 80 classroom hours; and an
4. Expert EEO Practitioner must complete a minimum of 107 classroom hours.

SPECIAL ACKNOWLEDGEMENTS

Robert Blair, Director, Ohio Department of Administrative Services

Randall Howard, Assistant Director, Ohio Department of Administrative Services

Richard Scott, Deputy Director, State EEO Coordinator, Ohio Department of Administrative Services

Felicia Godbolt, EEO Program Manager, Ohio Department of Administrative Services

Darryl Kershaw, EEO Enforcement Officer, Ohio Department of Administrative Services

Donald Stinson Jr., EEO Enforcement Officer, Ohio Department of Administrative Services

Maceo Whitfield, EEO Enforcement Officer, Ohio Department of Administrative Services

David Penn, AA/EEO Clerk, Ohio Department of Administrative Services

Diane Luff, Learning Resources Manager, Ohio Department of Administrative Services

Susan B. Russell, Benefits Communications Coordinator, Ohio Department of Administrative Services

Bobbi Bell, Program Administrator, Ohio Department of Administrative Services

Kimberly Watson, EEO Manager, Ohio Department of Transportation

Bill Milbaugh, Videographer, Ohio Department of Transportation

The Ohio State University, Office of Continuing Education

The Supreme Court of Ohio

SPECIAL ACKNOWLEDGEMENT FOR SPEAKERS

Dr. Sharon L. Davies, Executive Director Kirwan Institute for the Study of Race and Ethnicity, Moritz College of Law, The Ohio State University

Lee Ann Rabe, Esq., Associate Assistant Attorney General, Office of the Ohio Attorney General

Cynthia K. Stankiewicz, Acting Field Office Director, United States Equal Employment Opportunity Commission, Cleveland Field Office

Guy W. Jones, Co-Founder, Miami Valley Council for Native Americans

Sandy Huntzinger, Victim Services Coordinator, Crime Victim Services, Office of the Ohio Attorney General

Stacia Marie Jones, Esq., Director and Legal Counsel, Abercrombie & Fitch

Arooj Sheikh, Esq., Assistant Legal Counsel, Abercrombie & Fitch

Patrick M. Dull, Esq., Principal Assistant Attorney General, Civil Rights Section, Office of the Ohio Attorney General

Duffy W. Jamieson, Esq., Assistant Chief, Civil Rights Section, Office of the Ohio Attorney General

Stephen JohnsonGrove, Deputy Director, Ohio Justice and Policy Center

Paula Penn-Nabrit, J.D. President, Penn-Nabrit & Associates, Inc.

William Livisay, Administrator of the Alcohol and Drug Program, Columbus Public Health

Jacqueline Williams, Chief of the Minority Business Development Division, Office of Business Assistance Ohio Development Services Agency

Liz Roccoforte, Director, Lesbian Gay Bisexual Transgender Center, Case Western Reserve University

Gia M. Adeen, EEO & Diversity Manager, Office of Inclusion, Diversity & Equal Opportunity, Case Western Reserve University

Merelyn Bates-Mims, Ph.D., BatesMims Associates, Inc.

Tom Rudd, Director of Education and Emerging Research, Kirwan Institute for the Study of Race and Ethnicity, The Ohio State University

Marilyn Tobocman, Principal Assistant Attorney, Office of the Ohio Attorney General

Ken Kirskey, MSW, LISW-S, CEAP, OEAP, Benefits Manager, Ohio Department of Administrative Services

Dr. Yung-Chen Lu, Chair, Ohio Asian American Pacific Islander Advisory Council

Darren L. Nealy, Director of Student Services, University of Michigan Law School

Lilleana Cavanaugh, MBA, Executive Director, Ohio Commission on Hispanic/Latino Affairs

David Oppenheimer Esq., Senior Assistant Attorney General, Office of the Ohio Attorney General

L. Scott Lissner, Americans with Disabilities Act Coordinator, The Ohio State University

Carolyn Knight, Executive Director, Ohio Developmental Disabilities Council

Dana Charlton, Executive Director, Ohio Self Determination Association

Tonya Dillion, panelist, Spark, Inc. Granville, Ohio

Diana Mairose, panelist, Advocate for People with Disabilities, Hamilton County Developmental Disability Services

Marci Straughter, panelist, ARC South, Franklin County Board of Developmental Disabilities

Sharon D. Tassie, Esq., Principal Assistant Attorney General, Office of the Ohio Attorney General

Joseph Hullett, MD, National Medical Director, Employer Market

Debora L. Branham, Behavioral Health, Wellness & OEAP Administrator, Department of Administrative Services

Raymond Geis, Esq., panelist, Ohio Department of Administrative Services, Labor Relations Manager

Ursel McElroy Drake, M.A., panelist, Deputy Director of Education and Policy, Crime Victim Section, Office of the Ohio Attorney General

Lisa Callander, LISW-S, LICDC, MSW, EAP, panelist, Director, City of Columbus Employee Assistance Program

Deanna R. Jackson, EEOC Mediator, United States Equal Employment Opportunity Commission, Cleveland Field Office

Donna A. James, Managing Director, Lardon & Associates

WELCOME FROM THE DIRECTOR OF ADMINISTRATIVE SERVICES



Director

Dear EEO Academy participants:

Welcome to the 2013 EEO Academy. We are pleased that you have chosen to participate. We think you find the curriculum informative and beneficial in conducting your duties of ensuring fairness and equality in the workplace.

Every State of Ohio employee and job applicant has the right to equal employment opportunities. Through your leadership as human resources, legal and EEO professionals, you have a unique opportunity to protect and preserve this right.

This training includes presenters with diverse areas of expertise to provide you with a broad spectrum of knowledge. We trust that you will find the knowledge shared to be useful and empowering.

The EEO Academy is sponsored by the Equal Opportunity Division of the Ohio Department of Administrative Services as part of its role to monitor equal employment opportunity and employment goals to ensure that state employees and job applicants are afforded equal access and opportunities for employment and advancement throughout state government.

Thank you for joining us and, most importantly, thank you for your dedication to equal employment rights in the State of Ohio.

Sincerely,

Robert Blair

Director, Ohio Department of Administrative Services



Welcome Colleagues

Deputy Director/State EEO Coordinator

I am pleased to welcome you to EOD's 2013 EEO Academy.

The Equal Opportunity Division of the Ohio Department of Administrative Services is pleased to facilitate this 2013 Equal Employment Opportunity Academy. The Division thanks in advance all of the wonderful presenters, as well as all of those who attend this year's presentations.

Sincerely,

Richard M. Scott

Deputy Director/State EEO Coordinator

Ohio Department of Administrative Services, Equal Opportunity Division

COURSES AND PRESENTERS DAY 1



COURSE: UNDERSTANDING IMPLICIT BIAS

Date: Friday, Oct. 4, 2013

Time: 9:40 a.m. - 10:40 a.m.

***Dr. Sharon L. Davies***

Professor Davies was a Harlan Fiske Stone Scholar and a Notes and Comments Editor of the Columbia Law Review while in law school at Columbia University. After graduation she worked for Steptoe and Johnson in Washington, D.C. and Lord, Day & Lord Barrett Smith in New York City. Professor Davies served for five years as an Assistant United States Attorney in the Criminal Division of the United States Attorney's Office in the Southern District of New York. She joined the law faculty at Ohio State University in 1995, was awarded tenure in 1999, promoted to Full Professor in 2002, and awarded a named professorship in 2003. Professor Davies teaches Civil Rights, Criminal Law, Criminal Procedure, Race and Law, and Evidence.

Professor Davies' primary research focus is in the area of civil rights, race and criminal justice. Her articles and other writings have been published in some of the nation's leading law journals including the Michigan Law Review, the Duke Law Journal, the Southern California Law Review, the Columbia Law Review, and Law and Contemporary Problems.

She currently directs the Kirwan Institute for the Study of Race & Ethnicity at Ohio State, an engaged research institute that seeks to help create a society in which all persons have the opportunity to thrive. She also serves on the Ohio Advisory Committee to the United States Commission on Civil Rights.

In 2010, Oxford University Press published Davies's narrative nonfiction account of a 1921 murder trial in Birmingham, Alabama, titled *Rising Road, A True Tale of Love, Race and Religion in America*, for which the Mayor of Birmingham awarded Dr. Davies the "Key to the City."

Course Description:

This session will introduce attendees to the latest research findings from social and behavioral science and neurology about unconscious or "implicit" bias, and the implications of that research for employment practices.

Learning Objectives:

At the end of this presentation:

- Attendees will be exposed to the concept of unconscious bias which affects women, underrepresented minorities and other groups in hiring and promotional practices.
- Attendees will be introduced to recent implicit bias research findings and directed to web-based sites that provide toolkits and online "take-it-yourself" tests useful for creating genuinely diverse and inclusive work environments.

Dr. Sharon L. Davies, Executive Director

Kirwan Institute for the Study of Race & Ethnicity
 Gregory H. Williams Chair in Civil Rights & Civil Liberties
 The Ohio State University, Moritz College of Law
 33 West 11th Avenue
 Columbus, Ohio 43210
 Office: 614.688.5429
 Email: davies.49@osu.edu
<http://kirwaninstitute.osu.edu>

COURSE: RETALIATION UPDATE

Date: Friday, Oct. 4, 2013

Time: 10:50 a.m.-11:50 a.m.

***Lee Ann Rabe, Esq.***

Lee Ann Rabe serves as an assistant attorney general for the State of Ohio, currently in the Education Section and formerly in the Employment Law Section. A three time graduate of The Ohio State University, she earned her law degree from the Moritz College of Law, a Master of Arts in Journalism and a Bachelor of Arts in English.

Rabe's background before joining the Attorney General's Office includes clerking for a federal judge in Chicago; engaging in private practice with one of the oldest law firms in Chicago, focusing on employment and labor issues; and defending the City of Chicago in employment-related matters. She is a member of the Ohio State Bar Association and is a graduate of the 2011 OSBA Leadership Academy.

Course Description:

This course will raise awareness about a significant and yet hard-to-recognize liability threat and claims for workplace retaliation. In addition to explaining how the law defines illegal retaliation, the course will allow managers to identify situations when employees are protected from discipline, firing or other negative employment consequences. It also gives managers strategies and skills to avoid illegal personnel decisions and to reduce the risk of retaliation claims.

Learning objectives:

At the end of the session attendees will be able to:

- Discuss elements of a retaliation action;
- Discuss lesser-known ways an employer can unknowingly commit illegal retaliation; and
- Discuss preventative measures to ensure managers do not engage in retaliatory treatment when a complaint is filed.

Lee Ann Rabe, Esq., Associate Assistant Attorney General

Office of the Ohio Attorney General

30 E. Broad St., 16th Floor

Columbus, Ohio 43215

Office: 614.644.7250

Email: LeeAnn.Rabe@OhioAttorneyGeneral.gov

COURSE: EEOC HOT TOPICS AND EEOC STRATEGIC PLAN OVERVIEW

Date: Friday, Oct. 4, 2013

Time: 1 p.m. - 2 p.m.

Cynthia K. Stankiewicz

Cynthia Stankiewicz is the Acting Field Director of the EEOC Cleveland Field Office. She was previously the Enforcement Manager. She held numerous positions with the EEOC since becoming employed there in 1979. From 1999 to 2006, she served as the program analyst in the State of Ohio, the outreach/technical assistance manager, small business liaison, and public affairs contact person.

Prior to 1999 Stankiewicz was an EEOC senior systemic investigator who investigated complex class, pattern and practice cases, including glass ceiling cases. She served two terms as the chairperson of the Federal Women's Program Council of the Cleveland Federal Executive Board (FEB), and is a graduate of the Cleveland Community Leadership Institute of the Cleveland FEB. She was the chairperson of the FEB Limited English Proficiency (LEP) Partnership Group, and the National EEOC FEPA (Fair Employment Practices Agencies) training project manager in 2005. Stankiewicz has published articles in publications including an article on psychiatric disabilities and ADA in the Ability magazine. Prior to joining the EEOC, she was a compliance officer for the U.S. Department of Labor, Wage Hour Division. Stankiewicz has a bachelor's degree in business administration from Cleveland State University.

Course Description:

This session will cover the EEOC Strategic Enforcement Plan which includes: eliminating barriers in recruitment and hiring; protecting vulnerable workers; addressing emerging and developing employment discrimination issues; enforcement of equal pay laws; preserving access to the legal system; and prevention of harassment through systemic enforcement and targeted outreach.

Learning Objectives:

At the end of this presentation, attendees will be able to:

- Understand how EEOC identifies priority cases;
- Identify emerging and developing issues under federal EEO laws; and
- Identify proactive measures employers may take to prevent discrimination in the workplace.

Cynthia K. Stankiewicz, Acting Field Office Director

EEOC Cleveland Field Office

1240 E. Ninth St., Suite 3001

Cleveland, Ohio 44119

Office: 216.522.7679

Email: Cynthia.stankiewicz@eoc.gov

COURSE: UNDERSTANDING AMERICAN INDIAN CULTURE

Date: Friday, Oct. 4, 2013

Time: 2:10 p.m. - 3:10 p.m.

***Guy W. Jones***

Guy W. Jones (Wakuwa la), a Hunkpapa Lakota, is a full blood member of the Standing Rock Sioux Tribe. Guy was born at Fort Yates, North Dakota and spent his early years in Wakpala, South Dakota. With his family he moved to McLaughlin, South Dakota where he graduated from McLaughlin Public High School. Guy is also a direct descendant of Pizi (Chief Gall). Pizi is known to have led the frontal charge against the 7th Calvary at Greasy Grass, also known as Little Big Horn.

Guy Co-Founded the Miami Valley Council for Native Americans in 1989. The organization, located in Dayton, Ohio was incorporated as a cultural and educational organization. He served for eleven years as Executive Director of the organization and remains a member of the Board of Trustees. As director of the organization, Guy developed several outreach programs that assisted families and individuals in crisis situations.

Course Description:

This session will provide an honest view on such topics as life on the reservation, the shattering effects of governmental policies, environmental issues, the challenges of drug and alcohol abuse, and the survival of his culture. The course addresses the impact of the introduction of race and living with the changes and understanding the effects on the culture, traditions, spirituality and language. He will look at the issue of self-identity and the search of one's place in American society and a view on the historical origins of the American viewpoint to define the indigenous people.

Learning Objectives:

At the end of this presentation, attendees will be able to identify:

- Best employment practices for managing discrimination complaints that involve Native American issues; and
- Employment issues that are sensitive to persons of Native American culture.

Guy W. Jones, Co-Founder

Miami Valley Council of Native Americans

144 McClure St.

Dayton, Ohio 45403

Office: 513.722.5929

Email: LakotaStar630@aol.com

COURSE: DOMESTIC VIOLENCE

Date: Friday, Oct., 4, 2013

Time: 3:20 p.m. - 4:20 p.m.

Sandy Huntzinger

Sandy Huntzinger has worked in the field of sexual and domestic violence intervention for 14 years. Her primary focus is in public policy, training, and systemic change. Throughout her career she worked with communities to improve inter-agency relationships in the hopes for better outcomes for victims of domestic and sexual violence. Sandy has a B.A. and a MSW in Social Work from The Ohio State University.

Course Description:

This course will raise awareness about indicators of domestic abuse and possible interventions. Students will understand that domestic violence affects victims as well as communities at large and requires a holistic response to end the violence.

Learning Objectives:

At the end of this presentation:

- Students will recognize a variety of tactics abusers use to manipulate their victims and exert their power; and
- Students will learn how to respond and refer victims in a supportive manner.

Sandy Huntzinger, Victim Services Coordinator
Crime Victim Services
Office of the Ohio Attorney General
150 E. Gay St., 25th Floor.
Columbus, Ohio 43215
Office: 614.466.4797
Email: Sandra.huntzinger@ohioattorneygeneral.gov

COURSES AND PRESENTERS DAY 2



COURSE: PREVENTING SEXUAL HARASSMENT

Date: Friday, Oct. 18, 2013

Time: 8:30 a.m. - 9:30 a.m.

**Stacia Marie Jones, Esq.**

Stacia Marie Jones is Director and Legal Counsel (Global) for Abercrombie & Fitch (A&F). In her position, Stacia manages employment-related legal matters in the United States, Canada, Puerto Rico, United Kingdom, Middle East, Ireland, Australia, and Asia, including litigation, training, and policy creation and implementation. On a global scale, Stacia trains and partners with colleagues on policy creation and implementation relating to diversity, discrimination, harassment and accommodation. She also partners with several departments on the company's global legal efforts on health and safety and public accessibility. Stacia assists in the management of non-employment litigation, such as consumer protection and breach of contract.

Prior to joining Abercrombie, Stacia was outside counsel to A&F, and many other companies as a senior-level associate at Vorys, Sater, Seymour and Pease, LLP. Stacia practiced law in Vorys' labor and employment group from 2000, until joining Abercrombie in 2008. Also prior to joining Abercrombie, Stacia was named an Ohio Super Lawyers Rising Star in Employment and Labor in 2007.

Stacia earned an undergraduate degree, magna cum laude, from The Ohio State University and a law degree, with honors, also from OSU. Stacia is a member of Rhema Christian Center where her husband of 15 years, Curtis Jones, is the Young Men's Youth Director.

**Arooj Sheikh, Esq.**

Arooj Sheikh is Assistant Legal Counsel for Abercrombie & Fitch. She earned an undergraduate degree with research honors, a Master in Public Policy and Administration and a law degree from The Ohio State University. Currently, she specializes in employment law and assists in defending the Company against race, sex, age, religious and disability discrimination claims, as well as claims involving wrongful termination. She manages employment-related legal matters in the United States, the United Kingdom, Ireland, China, Hong Kong, Australia and United Arab Emirates. She advises and trains, and has assisted in the development of personnel policies and practices, employee handbooks, discipline and termination internal complaints and investigations, and compliance with employment related statutes and regulations.

Course Description:

This presentation is designed to educate managers and non-managers about the causes and effects of sexual harassment in the work environment. It will review the definition of harassment under the law, including the two major varieties (quid-pro-quo and hostile work environment). You will also be provided practical guidance and examples based on state and federal laws to identify prevent and correct sexual harassment issues.

Learning Objectives:

- Learn to recognize sexual harassment and the appropriate corrective actions to take in the event of an occurrence;
- Understand legal and moral obligation to maintain a workplace free of sexual harassment; and
- How to detect, cure and prevent sexual harassment in the workplace

Stacia Marie Jones, Esq., Director & Legal Counsel
Arooj Sheikh, Esq., Assistant Legal Counsel
 Abercrombie & Fitch
 6301 Fitch Path, New Albany, Ohio 43054

Stacia Office: 614.765.4428
 Arooj Office: 614. 765.4428
 Email: stacia_jones@abercrombie.com
 Email: arooj_sheikh@abercrombie.com

COURSE: PREGNANCY DISCRIMINATION

Date: Friday, Oct. 18, 2013

Time: 9:40 a.m. - 10:40 a.m.

Patrick M. Dull, Esq.

Patrick M. Dull is an assistant attorney general for the Ohio Attorney General's Office (OAG). For as long as he can remember, he has wanted to conduct trainings on unlawful discrimination. However, prior to working for the OAG, he didn't really have the knowledge, resources or the forum to do it properly. He finally got his opportunity when he was hired by the Civil Rights Section in 1995.

Right away, Dull wanted to start training others. However, because he did not know much of anything on his first day of work, his supervisor told him that his training skills were "not particularly useful to anyone." So he bided his time, read lots of books and worked very hard. The comment on his annual evaluation stating that he "sulked" is inaccurate and exaggerated. Okay, he sulked. But he really wanted to train.

Then one day, when his supervisor was unable to conduct training due to illness, and there was no one else available, someone thought of asking him to fill in. Dull leapt at the chance, and his very first training was a resounding success. In fact, more than one attendee rated his PowerPoint graphics as "meeting my needs." Eventually, his supervisor realized that she could get a lot of work done while he was doing the trainings. Immediately, Dull became an official trainer for the Civil Rights Section.

Course Description:

The session will explore common forms of pregnancy discrimination including not being hired due to visible pregnancy or likelihood of becoming pregnant.

Learning Objectives:

At the end of this presentation, attendees will be able to identify:

- Prejudices against working women and mothers; and
- What constitutes Pregnancy Discrimination.

Patrick M. Dull, Esq., Principal Assistant Attorney General
Civil Rights Section
Office of the Ohio Attorney General 30 E. Broad St., 15th Floor
Columbus, Ohio 43215
Office: 614.466.7900
Email: patrick.dull@ohioattorneygeneral.gov

COURSE: FAMILY RESPONSIBILITY DISCRIMINATION

Date: Friday, Oct. 18, 2013
Time: 10:50 a.m. - 11:50 a.m.

Duffy W. Jamieson, Esq.

Duffy Jamieson has worked for the Ohio Attorney General's Office for more than 20 years. He is the Assistant Chief of the Civil Rights Section, where in addition to his management responsibilities, he litigates cases of discrimination in employment, housing, and public accommodations. He has worked on several high-profile discrimination cases and has argued before the Ohio Supreme Court. In addition to his caseload and management responsibilities, Duffy coordinates training practicums in trial advocacy and deposition skills. He also develops and teaches several other skills-based training programs.

Duffy graduated in 1986 from The Ohio State University with a Bachelor of Arts in Criminology and a minor in English. In 1989, Duffy graduated with honors from the University of Toledo, College of Law. He was admitted to the practice of law in Ohio; the United States District Court, Southern and Northern District of Ohio; and the Sixth Circuit Court of Appeals.

Course Description:

Family responsibility discrimination (also known as caregiver discrimination) is a form of employment discrimination against employees who are responsible for caring for family members. This type of discrimination affects pregnant women, mothers, fathers, and employees with aging parents or sick spouses. Because they have responsibilities to care for others at home, these employees are sometimes rejected for hire, passed over for promotion, demoted, harassed, or terminated by their supervisors who make decisions based on stereotypical notions of how they should act given their role as caregivers.

Learning Objectives:

At the end of this presentation:

- Students will learn about the rights and responsibilities provided under federal and state law related to family responsibility discrimination.

Duffy W. Jamieson, Assistant Chief
Civil Rights Section
Office of the Ohio Attorney General
30 E. Broad St., 15th Floor
Columbus, Ohio 43215
Office: 614.466.7900
Email: duffy.jamieson@OhioAttorneyGeneral.gov

COURSE: HIRING QUALIFIED WORKERS WITH CRIMINAL RECORDS

Date: Friday, Oct. 18, 2013

Time: 1 p.m. - 2 p.m.

***Stephen JohnsonGrove, Esq.***

Stephen JohnsonGrove is the Deputy Director of the Ohio Justice & Policy Center. As an attorney and advocate, he works to expand the freedom of Ohioans with criminal records to fully contribute to their communities. This work involves supervising outreach legal clinics in Cincinnati, as well as advocating for local and statewide smart-on-crime reform. He successfully co-led the 2010 campaign to change the City of Cincinnati's hiring policy for people with felony records. He co-wrote the amendment to the 2011 House Bill 86 creating Certificates of Achievement and Employability. In 2012, he was a leader in shaping and advocating for the new Certificates of Qualification for Employment in Senate Bill 337. Stephen has a B.A. in Philosophy and Political Science from Penn State and a J.D. from Temple University.

Course Description:

For many years in many industries, it was assumed that the safest hiring policy was simply to reject any applicant with a criminal record. But recent federal anti-discrimination-enforcement efforts and new opportunities available under state law have changed the calculus for private and public employers. This program will briefly cover the many interlocking legal considerations affecting an employer's decisions regarding job applicants with criminal records including: the EEOC's and U.S. Department of Labor's recently updated policy guidance, the Fair Credit Reporting Act, negligent-hiring liability, criminal-record-based statutory and regulatory barriers, the new barrier-removing Certificates created under state law, criminal-record sealing ("expungement"), the federal bonding program, and the Work Opportunity Tax Credit. We will also cover model Fair Hiring Policies from other states' civil-service systems.

Learning Objectives:

At the end of this presentation, attendees will:

- Understand how federal law and enforcement tactics impact state hiring (includes EEOC and Dept. of Labor efforts; and Fair Credit Reporting Act);
- Gain an introduction to the legal barriers to hiring people with criminal records ("collateral sanctions") and the state-law mechanisms for relieving those barriers;
- Gain an introduction to other federal incentives to hiring people with criminal records; and
- Understand exemplary state-level civil-service reforms from other states.

Stephen JohnsonGrove, Deputy Director

Ohio Justice & Policy Center

215 E.9th St. #601

Cincinnati, Ohio 45202

Office: 513.421.1108

Email: sjohnsongrove@ohiojpc.org

COURSE: CLARIFYING THE DISTINCTION BETWEEN EEO AND AFFIRMATIVE ACTION (PART I)

Date: Friday, Oct. 18, 2013

Time: 2:10 p.m. - 3:10 p.m.

***Paula Penn-Nabrit, Esq.***

Paula graduated from Columbus School for Girls in 1972 as the single black student in her class and President of Student Council. At Wellesley College she worked for the Massachusetts Black Caucus, interned with Congresswomen Shirley Chisholm as a Wellesley-Washington Intern and again served as President of Student Senate before graduating in June, 1976. Paula married Charles Nabrit, Dartmouth '74, in August, 1976 and enrolled at The Moritz College of Law at The Ohio State University in 1977. During law school she was selected as Judicial Extern for Federal District Court Judge, Robert Duncan, served on the International Moot Court Team, was awarded The Order of the Barrister, had twin sons, Charles and Damon, and earned her Juris Doctorate in 1981. A third son, Evan, arrived in 1982 after which Charles' marketing work with

AT&T relocated the family to Florida. Paula joined Charles at American Transtech, AT&T's newly formed stock and bond transfer subsidiary and in 1986 used that evolutionary workplace as a research laboratory to start Penn-Nabrit & Associates, PN&A, Inc., a management consultancy specializing in demographic research and statistical analysis. PN&A, Inc. moved to Ohio in 1989 and Charles joined the firm as Marketing Director. Paula has presented papers on business ethics, management, team building and diversity at conferences within the United States, Canada, and Europe. Along with developing PN&A, Inc. she and Charles homeschooled their sons until twins, Charles and Damon entered Princeton and Evan enrolled at Amherst. After Princeton, Charles and Damon joined the firm, moving PN&A, Inc. into its 2nd generation. Sadly Charles (the elder) died in May, but June 2013 marked PN&A, Inc.'s 27th consecutive year as an internationally recognized management consultancy with a diverse client base of public and private sector organizations.

Course Description:

This course will outline the process and intersection of how Equal Employment Opportunity legislation and Affirmative Action policies can maximize productivity while clarifying standards of excellence and reducing the liability exposure of organizations.

Learning Objectives:

At the end of this presentation, attendees will be able to understand:

- The difference between Equal Employment Opportunity legislation and Affirmative Action policies;
- How establishing consistent standards of excellence benefits everyone;
- How expanding the pool of competition in recruiting, hiring, and promotion benefits everyone;
- How EEO, AA and Diversity training can reduce organizational liability exposure;
- How workplace mythology is counter-productive; and
- How everyone shares responsibility for maintaining the status quo

Paula Penn-Nabrit, J.D., President
 Penn-Nabrit & Associates, Inc.
 PO BOX 1174
 Westerville, Ohio 43086-1174
 Office: 614.899.2723
 Email: corpnabrit@msn.com

COURSE: CLARIFYING THE DISTINCTION BETWEEN EEO AND AFFIRMATIVE ACTION (PART II)

Date: Friday, Oct. 18, 2013

Time: 3:20 p.m. - 4:20 p.m.

***Paula Penn-Nabrit, Esq.***

Paula graduated from Columbus School for Girls in 1972 as the single black student in her class and President of Student Council. At Wellesley College she worked for the Massachusetts Black Caucus, interned with Congresswomen Shirley Chisholm as a Wellesley-Washington Intern and again served as President of Student Senate before graduating in June, 1976. Paula married Charles Nabrit, Dartmouth '74, in August, 1976 and enrolled at The Moritz College of Law at The Ohio State University in 1977. During law school she was selected as Judicial Extern for Federal District Court Judge, Robert Duncan, served on the International Moot Court Team, was awarded The Order of the Barrister, had twin sons, Charles and Damon, and earned her Juris Doctorate in 1981. A third son, Evan, arrived in 1982 after which Charles' marketing work with

AT&T relocated the family to Florida. Paula joined Charles at American Transtech, AT&T's newly formed stock and bond transfer subsidiary and in 1986 used that evolutionary workplace as a research laboratory to start Penn-Nabrit & Associates, PN&A, Inc., a management consultancy specializing in demographic research and statistical analysis. PN&A, Inc. moved to Ohio in 1989 and Charles joined the firm as Marketing Director. Paula has presented papers on business ethics, management, team building and diversity at conferences within the United States, Canada, and Europe. Along with developing PN&A, Inc. she and Charles homeschooled their sons until twins, Charles and Damon entered Princeton and Evan enrolled at Amherst. After Princeton, Charles and Damon joined the firm, moving PN&A, Inc. into its 2nd generation. Sadly Charles (the elder) died in May, but June 2013 marked PN&A, Inc.'s 27th consecutive year as an internationally recognized management consultancy with a diverse client base of public and private sector organizations.

Course Description:

This course will outline the process and intersection of how Equal Employment Opportunity legislation and Affirmative Action policies can maximize productivity while clarifying standards of excellence and reducing the liability exposure of organizations.

Learning Objectives:

At the end of this presentation, attendees will be able to understand:

- The difference between Equal Employment Opportunity legislation and Affirmative Action policies;
- How establishing consistent standards of excellence benefits everyone;
- How expanding the pool of competition in recruiting, hiring, and promotion benefits everyone;
- How EEO, AA and Diversity training can reduce organizational liability exposure;
- How workplace mythology is counter-productive; and
- How everyone shares responsibility for maintaining the status quo

Paula Penn-Nabrit, J.D., President
 Penn-Nabrit & Associates, Inc.
 PO BOX 1174
 Westerville, Ohio 43086-1174
 Office: 614.899.2723
 Email: cornabrit@msn.com

COURSES AND PRESENTERS DAY 3



COURSE: SUBSTANCE ABUSE IN THE WORKPLACE

Date: Friday, Nov. 1, 2013

Time: 8:30 a.m. - 9:30 a.m.

***William Livisay***

William Livisay is the Administrator of the Alcohol and Drug Program for Columbus Public Health and a Licensed Social Worker. He is an experienced behavioral health professional with proficiency in the operational understanding of the science and practice of effective alcohol and drug abuse prevention strategies and programs. Livisay oversees the promotion, establishment and expansion of alcohol and drug operations and budget of Alcohol and Drug Abuse Program services and educational programming. He develops and implements policies, procedures and strategic plans for alcohol and drug abuse services and educational programs. He has developed methods to monitor the effectiveness of drug abuse programs. Mr. Livisay has a B.A. in Sociology, from Otterbein College.

Course Description:

This course will enhance the student understanding about the nature of drug abuse and addiction, how it develops, what it looks like, and why it can have such a powerful hold.

Learning Objectives:

At the end of this presentation, attendees will be able to:

- Identify common signs and symptoms of drug abuse; and
- Identify common signs and symptoms of drug addiction.

William Livisay, Administrator of the Alcohol and Drug Program
Columbus Public Health
240 Parsons Ave.
Columbus, Ohio 43215
Office: 614.645.6256
Email: wolivisay@columbus.gov

COURSE: MINORITY BUSINESS DEVELOPMENT BEST PRACTICES

Date: Friday, Nov. 1, 2013

Time: 9:40 a.m. - 10:40 a.m.

***Jacqueline Williams***

Jacqueline Williams is the Chief of the Minority Business Division. She leads the efforts to create, grow and develop minority-owned businesses to create jobs and strengthen the Ohio economy. Jacqueline comes to Development with a host of private public sector experience. She was previously the Executive Director of the Liquor Control Commission of Ohio and was instrumental in streamlining the appeals process, making the commission more accessible to local government and businesses. Williams was Executive Director for the Ohio Tuition Trust Authority, promoting early financial preparation for college, and a key player in making college education more accessible and affordable for all Ohio families. She is a former Director for the New America Foundation, a nonprofit institute investing in new thought leadership. Williams

is a graduate of Miami University with a Master's Degree in Student Personnel Administration and a Bachelor's Degree in Psychology and Sociology.

Course Description:

This course will explore regional and national trends in the area of supplier diversity. It will also share legally accepted industry best practices that are used by successful supplier inclusion programs.

Learning Objectives:

At the end of this presentation attendees will be able to:

- Effectively articulate the impact of a diverse supplier pool; and
- Provide a historical overview of the minority business programs in the State of Ohio.

Jacqueline Williams, Chief
Minority Business Development Division
Office of Business Assistance
Ohio Development Services Agency
77 S. High St.
Columbus, Ohio 43215
Office: 614.728.3012
Email: jacqueline.williams@development.ohio.gov

COURSE: CREATING AN INCLUSIVE WORKPLACE FOR PEOPLE OF ALL SEXUAL ORIENTATIONS

Date: Friday, Nov. 1, 2013

Time: 10:50 a.m. - 11:50 a.m.

**Liz Roccoforte**

Liz Roccoforte serves as the full-time Director of Case Western Reserve University's (CWRU) Lesbian Gay Bisexual Transgender (LGBT) Center in Cleveland, Ohio. Prior to her tenure as the Director of the LGBT Center CWRU, Liz served as the Program Manager in CWRU'S Office of Inclusion, Diversity and Equal Opportunity. Working under CWRU's first Vice President for Inclusion, Diversity and Equal Opportunity, Liz is known for the ability to navigate higher educational environments regarding LGBT issues and communities and can assist in the development of tailored communication regarding the importance of LGBT initiatives on campus—especially within complex and sometimes oppositional environments. Most recently, her work has focused on policy and procedure changes for transgender individuals on campus, including name change procedures, housing solutions and inclusive health care implementation. Roccoforte grew up in San Diego, California and

earned her B.A. with honors from the University of California, and a M.A. in Gender and Women's Studies from the University of Cincinnati, where she also served as the LGBT campus coordinator.

**Gia M. Adeen**

Gia Adeen has passionately devoted her 23 plus year career to the causes of civil rights and equal opportunity for all. Adeen began her career as an Investigator with the State of Ohio, Civil Rights Commission in Cleveland, Ohio. Adeen spent eight out of ten years with OCRC as a senior level investigator handling the most complex cases involving discrimination/harassment in the areas of employment, housing, credit, higher education and public accommodation. Adeen focused her career solely on the causes of fair housing for several years managing a fair housing testing program in Lake County, Ohio auditing rental and for sale properties for fair housing compliance under a grant funded by the U.S. Housing and Urban Development (HUD). Adeen brought her vast background and skills in equal opportunity to higher education in 2004 as the Equal Employment Opportunity & Diversity Manager with Cuyahoga Community College serving faculty, staff and student populations

and in August of 2012 she made the transition to Case Western Reserve University as their EEO & Diversity Manager serving the staff community on issues of equity and civility.

Course Description:

This course will provide attendees with realistic and concrete ways to create a space in which lesbian, gay, bisexual and transgender people not only feel safe to be their authentic selves, but are able to thrive in the workplace. The interactive, discussion based workshop will focus on the importance of inclusive language and behavior, specifically paying attention to the ways in which microaggressions can unintentionally create an uncomfortable and hostile work environment.

Learning Objectives:

At the end of the presentation the participants will:

- Have a clear understanding regarding the range of sexual orientation, sexual identity and sexual behavior; and
- Learn specific ways to create through personal and professional interactions a workplace that feels safe and inclusive of all sexual orientations.

Liz Roccoforte, Director
Lesbian Gay Bisexual Transgender Center
Case Western Reserve University
10900 Euclid Ave.
Cleveland, Ohio 44106
Office: 216.368.5428
Email: liz.roccoforte@case.edu

Gia M. Adeen, EEO & Diversity Manager
Case Western Reserve University
Office of Inclusion, Diversity & Equal Opportunity
10900 Euclid Ave. Hall #315
Cleveland, Ohio 44106
Office: 216.368.5371
Email: gxa98@case.edu

COURSE: RACE DISCRIMINATION

Date: Friday, Nov. 1, 2013

Time: 1 p.m. - 2 p.m.

***Merelyn Bates-Mims, Ph.D.***

Dr. Bates-Mims currently serves as Principal Investigator for a study on racial profiling commissioned by the Episcopal Diocese of Southern Ohio in partnership with The Kirwan Institute, The Ohio State University. She has worked as a freelance writer for the New Pittsburg Courier and has published articles that have examined the quality of African-American education; race in Cincinnati; AIDS and starvation in Africa; and Katrina devastation in Louisiana. She is a Fulbright Scholar, having spent an academic year collaborating with linguistic scholars at universities in Cameroon, Sierra Leone, Ivory Coast, and Senegal in West Africa. Dr. Bates-Mims was appointed State EEO Coordinator by Governor George V. Voinovich overseeing equal opportunity in all state government agencies, boards, commissions, and state colleges and universities. Dr.

Bates-Mims has held positions at Xavier University, Cincinnati as an adjunct professor and senior EEO administrator. She earned credentials as a civil mediator at the National Judicial College at the University of Nevada at Reno, is a trustee emeritus of Wilmington College and has served as senior research analyst for the District of Columbia Public Schools' Office of Special Education.

***Tom Rudd***

Tom Rudd joined the staff of The Kirwan Institute in 2004. In his current capacity as Director of Education and Emerging Research he is responsible for expanding the Institute's research agenda around structural and cognitive barriers to educational opportunity and envisioning and energizing new research on race and cognition (with a focus on implicit racial bias), criminal justice and health care. Rudd received a Bachelor of Science in sociology and a Master of Science in higher education, student affairs from Iowa State University. He has pursued doctoral study in educational policy and leadership at The Ohio State University. Prior to joining the staff at the Institute, Rudd served on the professional staff of the Ohio Board of Regents where he directed the Department of State Grants and Scholarships and then served as Director of Student Financial

Access in the division of educational linkages and access. Rudd is married to Dr. Nancy A. Rudd, a professor in the College of Education and Human Ecology at The Ohio State University, and has three adult children.

Course Description:

This course will define race discrimination and all variations; we'll provide examples of how it is supported through economic, political, social, and cultural means as well as provide examples of positive actions to combat discrimination at the individual, and organization level.

Learning Objective:

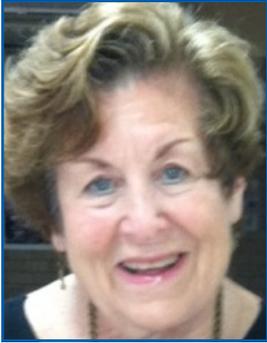
- Attendees will be given tools in which to address discrimination.

Thomas Rudd, Director of Education and Emerging Research
Kirwan Institute for the Study of Race and Ethnicity
The Ohio State University
33 W. 11th Ave.
Columbus, Ohio 43201
Office: 614.247.8458
Email: Rudd.35@osu.edu

Merelyn Bates-Mims, Ph.D.
Bates-Mims Associates, Inc.
1617 E. McMillian St.
Cincinnati, Ohio 45206
Office: 513.861.4943
Email: mbatesmims@msn.com

COURSE: OTHER ASPECTS OF EQUITY AND FAIRNESS

Date: Friday, Nov. 1, 2013
Time: 2:10 p.m. - 3:10 p.m.

***Marilyn Tobocman***

Marilyn Tobocman joined the Ohio Attorney General's Office in the Civil Rights Section in 1994. She is a graduate of the University of Michigan and received her law degree from Cleveland-Marshall College of Law in 1983. She was a partner in the firm of Kramer and Tobocman, LPA and Associate Director of the Housing Advocates, Inc. prior to joining the Attorney General's Office. She has been an adjunct professor at Cleveland-Marshall College of Law, one member of the faculty teaching the Fair Housing Law Clinic. Tobocman has been a consultant to the U.S. Department of Housing and Urban Development as well as to the Ohio General Assembly and its Joint Select Committee on School Desegregation. She has performed similar responsibilities for the Ohio

Department of Development, the Lake County Planning Commission, the Columbiana County Department of Development and the City of Lorain. She has co-authored articles on predatory lending, employment class actions, accessibility, and landlord/tenant law. She is a frequent lecturer on fair housing laws and their current applications.

Course Description:

This course will raise awareness of the impact of housing violence on recruiting and retaining the most desirable employees. Diversity in the workplace requires not only equal opportunity to secure available employment but also to acquire housing opportunities that provide both choice and security.

Learning Objectives:

- Understanding the concerns prospective employees may have regarding relocating may improve your ability to hire and retain new employees.

Marilyn Tobocman, Principal Assistant Attorney General
Civil Rights Section
Office of the Ohio Attorney General
615 W. Superior Ave., 11th Floor
Cleveland, Ohio 44113-1899
Office: 216.787.3095
Email: Marilyn.tobocman@ohioattorneygeneral.gov

COURSE: CRITICAL STRESS INCIDENT: PRE-INCIDENT EDUCATION

Date: Friday, Nov. 1, 2013

Time: 3:20 p.m. - 4:20 p.m.

**Ken Kirksey, MSW, LISW-S, CEAP**

Ken Kirksey joined the staff of the State of Ohio Employee Assistance Program (OEAP) in 1996, first as a training officer, and in 1998 became the EAP's Clinical Director. He served in this capacity for 5 years. In 2003 he became the EAP Assistant Director and continues to serve in this role today. Kirksey is an Ohio Licensed Independent Social Worker with supervision designation and holds a Master of Social Work degree as well as a Bachelor of Arts degree in Criminal Justice from The Ohio State University. He is also a graduate of the Franklin County Prevention Institute Leadership Program and has served on the Boards of Southeast Community Mental Health Inc. as well as the Drewry Luke Foundation. He has worked a number of jobs in the Social Services field. Some of his work experience includes: City of Columbus EAP as an Intake Coordinator where he

provided counseling, referrals and training to City of Columbus employees; Franklin County Children Services, Directions for Youth and Families and the Hilltop Civic Council.

Course Description:

The Pre-incident education for Critical Incident Stress Management (CISM) prepares employees in decision making positions to have the necessary tools to act when a critical incident impacts their workplace. This proactive approach will assist in minimizing the stress and anxiety often experienced immediately following a critical incident, and will arm participants with information needed to develop a pre-incident plan for their workplace.

Learning Objectives:

- Definition of a critical incident;
- What are the goals of a crisis intervention;
- Why is it important to develop a crisis management plan; and
- Describe the different services offered by OEAP in responding to a critical incident.

Ken Kirksey, MSW, LISW-S, CEAP, OEAP, Benefits Manager
Ohio Department of Administrative Services
30 E. Broad St., 27th Floor
Columbus, Ohio 43215
Office: 614.644.8545
Email: Ken.Kirksey@odh.ohio.gov

COURSES AND PRESENTERS DAY 4



COURSE: THE ASIAN AMERICAN AND PACIFIC ISLANDER COMMUNITY

Date: Friday, Nov. 15, 2013

Time: 8:30 a.m. - 9:30 a.m.

***Dr. Yung-Chen Lu***

Dr. Lu is well known throughout Ohio for his dedication and commitment to serving Ohio's Asian American community. His efforts have helped increase the awareness throughout Ohio of issues and concerns of the Asian American population. Through his collaborating and networking he reaches tens of thousands of Asian Americans each year. Dr. Lu increased awareness of the Asian American community through the hugely successful Columbus Asian Festival, which he founded. The first festival was held in 1995. The Memorial Day weekend festival has since grown to attract more than 150,000 attendees. Dr. Lu is a former member of the greater Columbus Arts Council and was appointed by Governor John R. Kasich to chair the Ohio Asian American Pacific Islander Advisory Council. Dr. Lu recently received the Governor's Humanitarian

Award. Award criteria; the recipient of this award has acted independently of associations and organizations. The recipient has given his or her time and service freely to those in need without question and often without recognition. This award honors the quiet soldiers who promote the welfare of humanity and elimination of pain and suffering through their own selfless service. Dr. Lu was inducted into the Hall of Fame for Central Ohio Volunteers in 2013. Dr. Lu's service is always selfless, with the needs of the community at the forefront of his mind. Dr. Lu epitomizes the meaning of a servant to mankind.

Course Description:

The course will focus on how state government is advised and will address initiatives that impact people of Asian American descent. This course will assist in the development and implementation of comprehensive and coordinated policies, programs and procedures focusing on the special problems and needs of Ohio's Asian American community, especially in the fields of education, employment, and recreation.

Learning Objectives:

At the end of this presentation, attendees will be able to:

- Recognize how Ohio government is kept abreast of matters that impact the Asian American Community; and
- Understand ways of bringing new initiatives to their agencies/businesses that reflect and promote greater cultural awareness.

Dr. Yung-Chen Lu, Chair

Ohio Asian American Pacific Islander Advisory Council

Columbus, Ohio

Office: 614.805.4283

Email: drluyc@gmail.com

COURSE: THE LOVING CASE AND DISCRIMINATION BASED ON ASSOCIATION

Date: Friday, Nov. 15, 2013

Time: 9:40 a.m. - 10:40 a.m.

***Darren L. Nealy***

Darren L. Nealy is the Director of Student Services at University of Michigan Law School. Previously, he served as the Director of Multicultural Affairs at Capital University Law School; the Executive Director of the Tobacco Public Policy Center; and an attorney at the law firms of Zeiger, Tigges & Little and Carpenter & Lipps. He received his undergraduate degree from the University of Dayton and his Juris Doctor degree from the University of Virginia.

Course Description:

This course will discuss discrimination by association lawsuits and ways to minimize the risk of a lawsuit.

Learning Objectives:

- Preventing Employment discrimination against an individual because of his/her association with someone of a particular race; and
- Understanding how Title VII prohibits employment discrimination against a person because of cultural characteristics.

Darren L. Nealy, Director of Student Services
University of Michigan Law School
Third Floor, Hutchins Hall
625 S. State St.
Ann Arbor, MI 48109-1215
Office: 734.615.0019
Email: dnealy@umich.edu

COURSE: THE STATE OF LATINO AFFAIRS IN OHIO

Date: Friday, Nov. 15, 2013

Time: 10:50 a.m. - 11:50 a.m.

***Lilleana Cavanaugh, MBA***

In this role, Lilleana Cavanaugh, the executive director for the Ohio Commission on Hispanic/Latino Affairs, is responsible for connecting Latinos and Latino-serving organizations across the state. She also maintains a hub of information for and about Hispanic Ohioans. Part of her work includes gathering and disseminating information about issues concerning Spanish speaking people, stimulating public awareness about contributions of Hispanic Ohioans and establishing relationships with state, local governments, non-profits, private business and industries.

Cavanaugh, a native of Costa Rica, has a passion for cultural issues and promoting the understanding and appreciation of cultures around the world. Cavanaugh has lived in Latin America, Africa, South East Asia, Europe and the United States, and has worked for the public, non-profit and private sectors. This first-hand experience living and working in different countries has provided her with deep insight to cross-cultural issues which she has applied in various consulting roles through the years. Cavanaugh is married to Dr. John Cavanaugh and has three grown children (Raquel, Natalia and Wesley Jr.) and recently became grandmother to Sofia. Cavanaugh has an associate's degree in Business from Sinclair Community College, a bachelor's degree in Management from the University of Phoenix, and a master's degree in Business Administration from Capella University.

Course Description:

The course will focus on how state government is advised and address initiatives that impact people of Hispanic/Latin descent. This advice is provided to the governor, general assembly, state departments and agencies by the Office of Ohio Latino Affairs. Office staff assists in the development and implementation of comprehensive and coordinated policies, programs and procedures focusing on the special problems and needs of Spanish-speaking people, especially in the fields of education, employment, energy, health, housing, welfare and recreation.

Learning Objectives:

At the end of this presentation, attendees will be able to:

- Recognize how Ohio government is kept abreast of matters that impact the Latin community; and
- Understand ways of bringing new initiatives to their agencies/businesses that reflect and promote greater cultural awareness.

Lilleana Cavanaugh, MBA, Executive Director
Ohio Commission on Hispanic/Latino Affairs
77 S. High St., 18th Floor
Columbus, Ohio 43215
Office: 614.644.8370
Email: lilleana.Cavanaugh@ochla.state.oh.us

COURSE: DISCRIMINATION BASED ON AGE

Date: Friday, Nov. 15, 2013

Time: 1 p.m. - 2 p.m.

David Oppenheimer, Esq.

David Oppenheimer has worked in the Civil Rights Section of the Ohio Attorney General's Office since 1995, most recently as a Senior Assistant Attorney General. During this time, Mr. Oppenheimer has litigated numerous Civil Rights cases covering housing, employment and public accommodations in both the administrative and judicial forums. These cases have addressed discrimination claims regarding race, sexual harassment, disability, retaliation, age, familial status, gender, impermissible inquiries on application forms and accessibility requirements. Mr. Oppenheimer has also been involved in drafting Amicus Curiae Briefs on Civil Rights Issues. Mr. Oppenheimer works with the Ohio Civil Rights Commission, helping to direct investigations and determine whether particular cases are worthy of prosecution. He has also provided training on various topics over the years ranging from gender stereotyping to retaliation. From 1994 to 1995, Mr. Oppenheimer served in the Chief Counsel's Staff of the Attorney General's Office. In that position, he represented the State of Ohio and its elected officials in various lawsuits and served as counsel for the Ohio Elections Commission.

Course Description:

This course will explore age discrimination law, including what is prohibited by both Ohio and Federal law, the standards used to determine violations and case studies on age discrimination.

Learning Objectives:

At the end of this presentation, attendees will:

Be educated in the underpinnings of age discrimination law;

Identify issues related to age discrimination that are unique to this particular area of discrimination law; and

Be able to evaluate facts and evidence to determine if they lend themselves to an age discrimination claim.

David Oppenheimer, Esq., Senior Assistant Attorney General

Civil Rights Section

Office of the Ohio Attorney General

615 W. Superior Ave., 11th Floor

Cleveland, Ohio 44113

Office: 216.787.4154

Email: David.oppenheimer@ohioattorneygeneral.gov

COURSE: ADA REASONABLE ACCOMMODATIONS

Date: Friday, Nov. 15, 2013

Time: 2:10 p.m. - 3:10 p.m.

**L. Scott Lissner**

L. Scott Lissner has served as the ADA Coordinator for The Ohio State University since January of 2000. Housed in the Office of Diversity and Inclusion within Provost's Office, Lissner is an associate of the John Glenn School of Public Policy and serves as a lecturer for the Moritz College of Law, the Knowlton School of Architecture and Disability Studies. His teaching and public service informs his work as the university's disability compliance officer; energizes his role in creating seamless access to all of the university's programs, services, employment opportunities and facilities; and guides his efforts as a catalyst for disability related initiatives. Lissner is engaged in community and professional service and serves on the Board of Directors for ADA-OHIO and the Editorial Board for Thompson's 504 Compliance Manual. Lissner has been appointed

to the Columbus Advisory Committee on Disability Issues, Ohio's HAVA Committee and the Ohio Governor's Council for People with Disabilities. Lissner publishes, presents and consults frequently on disability issues. Recent publications include "The Impact of the ADA, as amended in 2008, on Higher Education" with Thompson's Publications; "Universal Design in the Institutional Setting: Weaving a Philosophy into Campus Planning" in *Universal Design: From Accessibility to Zoning* (J. Cowley-Evans & J. Nasser (Eds.)) and "From Legal Principle to Informed Practice" with J. E. Jarrow.

Lissner has a Bachelor of Arts in psychology and economics from Rutgers University; a Master's degree in counseling from Hunter College of the City University of New York; conducted doctoral level study and research in cognitive psychology with a focus on learning and memory at Adelphi University; and is currently in the University of Virginia's Educational Policy Studies program writing a dissertation on disability policy.

Course Description:

This session will review the State and Federal civil rights mandates for equal access to employment for individuals with disabilities. Discussion will emphasize the changes in the employment provisions of Title I of the Americans with Disability Act, along with current enforcement trends. Best practices in documenting disability and providing reasonable accommodations will be highlighted using case studies and scenarios.

Learning Objectives:

At the end of this presentation, attendees will be able to:

- Provide an overview of the ADA and its place in civil rights law;
- Understand the 2012 changes in the ADA's Title I regulations in response to the ADA Amendments Act;
- Describe best practices in work place accommodation policy and process; and
- Identify enforcement trends;

L. Scott Lissner, Americans with Disabilities Act Coordinator

The Ohio State University

2054 Drake Center

1849 Cannon Dr.

Columbus, Ohio 43210

Office: 614.292.6207

Email: Lissner.2@osu.edu

COURSE: ENGAGING PEOPLE WITH DISABILITIES IN POLICY DISCUSSIONS

Date: Friday, Nov. 15, 2013

Time: 3:20 p.m. - 4:20 p.m.

***Tonya Dillion, Panel Member***

Dillion works as the secretary at Spark, Inc. in Granville, Ohio. Dillion is the president of People First of Licking County, a local self-advocacy group for people with disabilities. Dillion is a member of the Council of Ohio Leaders, which is an advisory group to the board of the Ohio Self Determination Association (OSDA). As a graduate of Project-STIR in 2012, Dillion attends quarterly Statewide Project STIR meetings and monthly OSDA central region meetings. Dillion actively promotes the Ohio Employment First Initiative of Governor John R. Kasich and was a presenter at the Employment First Conference.

***Diana Mairose, Panel Member***

Mairose is employed as an Advocate for people with disabilities by Hamilton County Developmental Disability Services and has worked as part of the Advocacy Support Team (2008 – present). Mairose is a graduate of Partners in Policymaking (2006) & Project STIR (Leadership Training by and for People with Disabilities - 2011). Mairose was the keynote speaker, at the Seneca County Advocacy Conference, November, 2012 – “It’s ALL about Relationships!” Mairose is the Vice President of the Ohio Self Determination Association (OSDA) – (2011 – present) and is one of four board members who serves on the OSDA Council of Ohio Leaders, an advisory committee of 15 people with disabilities from across the state of Ohio. Senate Bill 55 is a recent policy issue of Mairose She worked with Senator Eric Kearney to eliminate use of the

word “Handicapped” on all NEW state signage “Accessible” is the best adjective to use!

***Marci Straughter, Panel Member***

Marci Straughter is employed at ARC South, one of four Adult Service sites operated by the Franklin County Board of Developmental Disabilities (FCBDD). Straughter represents ARC South on an Advisory Council to the Superintendent of FCBDD. Straughter is a graduate of project STIR leadership training and has taught what she has learned to others at ARC South for more than a year. In 2003 Straughter applied, auditioned and was selected to become a State Project STIR Trainer in Ohio. Straughter was one of four trainers in March and May of 2013 and is scheduled to do the same at Deer Creek State Park in Nov. Straughter also Co-teaches Project STIR classes at work. Straughter helped start a self-advocacy group when she lived in California and more recently, helped develop “Team Voice” an advocacy group at ARC

South. While in California, Straughter was in a performing arts group, movies, commercials, and did a commercial with Tiger Woods! Straughter uses artistic design to express her feelings. Straughter spoke at the 2012 Synergy Conference in Dublin, Ohio about advocacy and Project STIR.



Carolyn Knight, Executive Director, Ohio Developmental Disabilities Council, Session Facilitator

Carolyn Knight is currently the Executive Director of the Ohio Developmental Disabilities Council; was formerly employed by the Ohio Legal Rights Services (OLRS) as Executive for approximately 20 years and as Assistant Director for 10 years. Knight was also formerly a Social Services Director with the United Cerebral Palsy of Franklin County, protective services specialist with the Franklin County Council for retarded Citizens, and personal Advocacy Director with the Ohio Developmental Disabilities, Inc. Knight has an undergrad degree with The Ohio State University and has served on various committees, councils, and advocacy groups graciously representing people with disabilities on a statewide basis.



Dana Charlton, Executive Director, Ohio Self Determination Association, Session Facilitator

Dana Charlton is the Executive Director of Ohio Self-Determination Association. Charlton has thirty-three years of public administrative experience in the field of disabilities and two years in the private, non-profit field, primarily serving seniors. Charlton has experience in leading the development of initiatives that support individuals with disabilities and their families. Committed to innovative system changes that reduce bureaucracy, streamline access to support and services valued by persons who need them and their families. Charlton led for 9 years, Self-Determination initiatives in Ohio to give greater control and responsibility for services to persons with disabilities and their families.

Course Description:

Presenters will provide personal experiences, as a person with a disability, about the challenges and successes of participating in policy discussion and other meetings with non-disabled people. The presentation covers suggested actions that meeting organizers can use to facilitate meetings and discussions that effectively engage people with disabilities.

Learning Objectives:

- Session will teach how to plan and carry out meetings and policy discussions that include both people with disabilities and people who are not diagnosed with a disability.
- Session will teach that all people are people first and that everyone has his/her own characteristics, including some with disabilities.

Carolyn Knight, Executive Director
Ohio Developmental Disabilities Council
899 E. Broad St., Ste 203
Columbus, Ohio 43205
Office: 614.466.5205
Email: Carolyn.knight@dmr.state.oh.gov

Dana Charlton, Executive Director
Ohio Self Determination Association
705 Lakeview Plaza Blvd, Suite E
Worthington, Ohio 43085
Office: 614.562.1375
Email: dcharlto@columbus.rr.com

COURSES AND PRESENTERS DAY 5



COURSE: DISCRIMINATION BASED ON RELIGION AND NATIONAL ORIGIN

Date: Friday, Dec. 6, 2013

Time: 8:30 a.m. - 9:30 a.m.

Sharon D. Tassie, Esq.

Sharon D. Tassie is a Principal Assistant Attorney General with the Ohio Attorney General's Office for whom she has worked for 27 years. She has represented the Ohio Civil Rights Commission (OCRC) since 1991. During her time representing the OCRC, she has prosecuted cases of discrimination in employment, housing, credit, higher education and public accommodations. These cases have been litigated in administrative, state and federal forums.

Sharon has a B.A. with distinction, in Political Science from Ohio Northern University; and a J.D. cum laude, from the University of Toledo College of Law. Tassie is admitted to practice in the State of Ohio and in the United States District Court, South District of Ohio.

Course Description:

This course will involve a discussion of what constitutes discrimination based upon religion/national origin or the unlawful denial of a reasonable accommodation of a religious belief or practices in accordance with Title VII of the Civil Rights Act of 1964 and Ohio Revised Code Chapter 4112. The course will cover the legal doctrines developed to eliminate discrimination in the workplace.

Learning Objectives:

At the end of this presentation;

- Students will be able to define unlawful discrimination on the basis of religion;
- Students will be able to identify unlawful discriminatory practices, policies and procedures; and
- Students will learn a reasonable accommodation of a religious belief or practice and what may or may not be an undue hardship to an employer of whom an accommodation is requested.

Sharon D. Tassie, Esq., Principal Assistant Attorney General
Civil Rights Section
Office of the Ohio Attorney General
615 W. Superior Ave, 11th Floor
Cleveland, Ohio 44113
Office: 216.787.3097
Email: sharon.tassie@ohioattorneygeneral.gov

COURSE: BULLYING AND ABUSE IN THE WORKPLACE

Date: Friday, Dec. 6, 2013

Time: 9:40 a.m. - 10:40 a.m.

***Dr. Joseph Hullett***

Dr. Joseph Hullett, MD is the National Medical Director for the Employer Market for OptumHealth Specialty networks, the nation's largest Managed Behavioral Healthcare Organization. A board-certified adult psychiatrist with more than twenty years executive medical leadership experience in managed health care, Dr. Hullett has focused particularly on behavioral health and the workplace. He began his career as an Assistant Professor in Residence at UCLA where he taught and published psychobiological research. Subsequently, as Assistant Professor at UC, Irvine, he opened and directed an inpatient clinical research unit and served as Chief of Forensics. He received a BA in Economics and his MD degree from Wayne University in Michigan. He completed a general surgery internship with a concentration in neurosurgery and his

psychiatric residency training at UCLA.

Course Description:

One of the most common sources of workplace conflict is "bullying" which is sometimes referred to as "personal harassment" or "psychological harassment". Some studies suggest that bullying unchecked damages the general morale of the workplace, creates serious psychological impacts, and erodes an organization's financial health through lost efficiencies, absenteeism, and high employee turnover. This course will describe workplace bullying in detail, and in various forms.

Learning Objectives:

Participants will:

- Understand and define bullying as well as how to recognize it; and
- Understand the importance of good working relationships and how to work together to create healthy organizations.

Joseph Hullett, MD

National Medical Director, Employer Market

27511 Vantage Circle

San Juan Capistrano, CA 92675

Office: 949.378.2545

Email: joseph.hullett@optum.com

COURSE: BULLYING: PANEL DISCUSSION

Date: Friday, Dec. 6, 2013

Time: 10:50 a.m. - 11:50 a.m.

***Debora L. Branham, MBA***

Ms. Branham is the Administrator of the Employee Assistance Program (EAP) for the State of Ohio. Ms. Branham is charged with providing strategic direction as well as managing the United Behavioral Health (UBH) contract and Wellness program. She ensures the coordination of wellness and EAP services with UBH, state agency human resources leaders, management staff, employees, and unions. Debora has more than 19 years of human resources management and organizational development experience, which includes strategic planning, program development, training/facilitation, coaching, instructional design, cultural assessment, organizational change management, competency and leadership development. She has served in several other management positions during her tenure with The Longaberger Company, The

Limited, Inc., the Ohio Department of Job & Family Services and the Ohio Department of Health. Debora holds a Bachelor of Science Degree in Management from Ohio Dominican University and a Masters of Business Administration from Franklin University with a focus on organizational leadership. She is also a certified Myers Briggs Type Indicator practitioner.

***Dr. Joseph Hullett***

Dr. Joseph Hullett, MD is the National Medical Director for the Employer Market for OptumHealth Specialty networks, the nation's largest Managed Behavioral Healthcare Organization. A board-certified adult psychiatrist with more than twenty years executive medical leadership experience in managed health care, Dr. Hullett has focused particularly on behavioral health and the workplace. He began his career as an Assistant Professor in Residence at UCLA where he taught and published psychobiological research. Subsequently, as Assistant Professor at UC, Irvine, he opened and directed an inpatient clinical research unit and served as Chief of Forensics. He received a BA in Economics and his MD degree from Wayne University in Michigan. He completed a general surgery internship with a concentration in neurosurgery and his

psychiatric residency training at UCLA.

***Raymond Geis, Esq.***

Raymond Geis is the Labor Relations Manager for the Department of Administrative Services (DAS). His duties include overseeing the discipline process for DAS bargaining unit and exempt employees. Geis is an attorney with a background in labor relations. Prior to attending law school at the University of Akron, he taught Social Studies where he was the president of his local union consisting of teachers, custodians and educational support personnel. Geis is a proponent of alternative dispute resolution mediation in the labor relations and EEO setting. Geis serves as a workplace mediator for the State of Ohio, and has represented state agencies in Equal Employment Opportunity Commission and Ohio Civil Rights Commission mediations.



Ursel McElroy-Drake, M.A.

Ursel McElroy-Drake serves as Deputy Director of Education and Policy for the Ohio Attorney General's Crime Victim Section. As Deputy Director, she oversees the education, programs, and policy initiatives that impact victims of crime. They include domestic violence, sexual violence, victim notification, and crimes committed against vulnerable populations including children, individuals with disabilities, and the elderly.

McElroy-Drake has 19 years of experience working in the interest of victims. McElroy-Drake currently chairs the Attorney General's Elder Abuse Commission and coordinates a nationally recognized forensic interviewing course dedicated to interviewing and preparing children for court in Ohio. Formerly a case manager and supervisor for Adult

Protective Services, her vast experience includes, hands on investigation, training and policy development. McElroy-Drake received a Bachelor's Degree in Psychology and Master's Degree in Public Administration from The Ohio State University.



Lisa Callander, LISW-S, LICDC, MSW

Lisa Callander, LISW-S, LICDC, is the Director of the City of Columbus Employee Assistance Program (EAP) where she has served for more than 25 years. Prior to working with the City EAP, Callander worked in the field of chemical dependency, working at Maryhaven, and various outpatient programs. Callander has extensive experience working with public safety groups, and serves on both the Columbus Fire and Columbus Police Critical Incident Stress Management teams.



Ken Kirksey, MSW, LISW-S, CEAP

Ken Kirksey joined the staff of the State of Ohio Employee Assistance Program (OEAP) in 1996, first as a training officer, and in 1998 became the EAP's Clinical Director. He served in this capacity for 5 years. In 2003, he became the EAP Assistant Director and continues to serve in this role today. Kirksey is an Ohio Licensed Independent Social Worker with supervision designation and holds a Master of Social Work degree as well as a Bachelor of Arts degree in Criminal Justice from The Ohio State University. He is also a graduate of the Franklin County Prevention Institute Leadership Program and has served on the Boards of Southeast Community Mental Health, Inc. as well as the Drewry-Luke Foundation. He has worked a number of jobs in the Social Services field.

Some of his work experience includes: City of Columbus EAP as an Intake Coordinator where providing counseling, referrals and training to City of Columbus employees; Franklin County Children Services, Directions for Youth and Families and the Hilltop Civic Council.

Course description:

One of the most common sources of workplace conflict is "bullying" which is sometimes referred to as "personal harassment" or "psychological harassment". Some studies suggest that bullying unchecked damages the general morale of the workplace, creates serious psychological impacts, and erodes an organization's financial health through loss of efficiencies, absenteeism, and high employee turnover. This course will describe workforce bullying in detail and in various forms.

Participants will:

- Understand and define bullying as well as how to recognize it
- Understand the importance of good working relationships and how to work together to create a healthy organizations.

COURSE: UNITED STATES EQUAL EMPLOYMENT OPPORTUNITY COMMISSION MEDIATION PROCESS

Date: Friday, Dec. 6, 2013

Time: 1 p.m. – 2 p.m.



Deanna R. Jackson

Deanna R. Jackson has been employed with the Equal Employment Opportunity Commission (EEOC) at its Cleveland Field office for 19 years. Currently, she is a mediator with the EEOC's nationally recognized mediation program and has mediated approximately 1800 employment disputes involving issues of termination, discipline, harassment, reasonable accommodations and the many other issues that arise during employment at small businesses, Fortune 500 companies and unions. Deanna is a skilled mediator and brings firsthand knowledge of EEOC procedures and practices, as well as knowledge of employment discrimination laws to every employment dispute she mediates.

Jackson received her mediation training from the U.S. Federal Mediation and Conciliation Service, the EEOC, and The Ohio State University College of Law Dispute Resolution Institute. She is a volunteer mediator for the Interagency Mediation Group (IMG), a program where federal employees conduct mediations for employment disputes in the federal sector and served as a mentor in the EEOC's Mentoring Program. She is recognized by her agency as achieving a high number of resolutions throughout her career with the EEOC and most recently, was the recipient of the 2012 Federal Employees Wings of Excellence Award.

When she is not mediating employment disputes, she mediates disputes between her three children, Cameron, Chayse and Leah.

Course Description:

This course will discuss EEOC's nationally recognized Mediation Program and follow a charge of discrimination from the moment the charge is filed and enters the mediation unit to the point that resolution is either reached or not. In addition, we will discuss the types of cases that are eligible for mediation, what happens if mediation is unsuccessful and identify examples of conflict in the workplace that are commonly mediated.

Learning Objectives:

- Discuss the EEOC's Mediation process;
- Discuss conflict in the workplace; and
- Discuss why an employer should consider mediation.

Deanna R. Jackson, EEOC Mediator
Cleveland Field Office
United States Equal Employment Opportunity Commission
1240 E. Ninth St., Suite 3001
Cleveland, Ohio 44113
Office: 216.522.2420
Email: deanna.jackson@eoc.gov

COURSE: WOMEN'S LEADERSHIP & STRATEGIES FOR SUCCESS

Date: Friday, Dec. 6, 2013

Time: 2:10 p.m. – 3:10 p.m.

***Donna A. James***

Donna James serves on the board of directors for Limitedbrands, Time Warner Cable, and Marathon Petroleum Corporation with assignments on the governance, audit, and compensation committees. Prior to starting her own consulting practice, Lardon & Associates, James was President of Nationwide Strategic investments with responsibility for five different U.S. and global based financial services companies. In her community she serves on the board of Ohio Health, as Executive Director for the African American Leadership Academy, and she is the founder and board chair of the Center for Healthy Families, a non-profit focused on transforming the lives of parenting teens and their children. In Oct. 2010, she was named by President Obama as chairwoman of the National Women's Business Council, a non-partisan advisory council to the President,

Congress, and the Small Business administration, a position she held through June 2013.

Course Description:

This course is designed to prepare attendees to lead organizations through periods of disruptive innovation and rapid change. The course will optimize individual performance, organizational impact, and advance management skills, while achieving a new level of confidence and success.

Learning Objectives:

At the end of the presentation, attendees will be able to:

- Create an internal culture that thrives on diversity and change;
- Identify and capture new opportunities for innovation; and
- Learn ethical negotiation and decision-making strategies across all levels of the organization.

Donna A. James, Managing Director
 Lardon & Associates
 500 S. Front St., Suite 1200
 Columbus, Ohio 43215
 Office: 614.222.0810
 Email: donna.james@lardonassoc.com

CLOSING REMARKS

Felicia Godbolt

EEO Program Manager
Ohio Department of Administrative Services



