

2015 EEO ACADEMY CLASS MATRIX: OCTOBER – DECEMBER
ODOT 1980 W. BROAD ST., AUDITORIUM

Time	Oct. 2, 2015 Friday	Oct. 16, 2015 Friday	Nov. 6, 2015 Friday	Nov. 20, 2015 Friday	Dec. 4, 2015 Friday
8:00 am–8:30am	WELCOME	ANNOUNCEMENTS	ANNOUNCEMENTS	ANNOUNCEMENTS	ANNOUNCEMENTS
8:30 a.m. - 9:30 a.m.	<u>RECENT DECISIONS AFFECTING WORKPLACE DISCRIMINATION COMPLAINTS AND INVESTIGATIONS</u> Frederick M. Gittes, Principal The Gittes Law Group Columbus, Ohio	<u>SEXUAL HARASSMENT PREVENTION</u> Lee Ann Rabe, Esq. Assistant Attorney General Employment Law Section Ohio Attorney General's Office Columbus, Ohio	<u>OVERCOMING LEADERSHIP CHALLENGES UNIQUE TO WOMEN (IN BUSINESS)</u> Iris Ann Cooper Just Ask Iris, Inc. Columbus, Ohio	<u>NON-DISCRIMINATORY PRE-EMPLOYMENT PROCEDURES</u> Sharon D. Tassie, Esq. Principal Assistant Attorney General Ohio Attorney General's Office Cleveland, Ohio	<u>POSITION STATEMENTS AND MEDIATED SETTLEMENTS (DO'S AND DON'TS)</u> Ray Geis, Esq. Labor Relations Officer Ohio Department of Administrative Services Columbus, Ohio
9:40 a.m. - 10:40 a.m.	<u>RACE DISCRIMINATION AND TITLE VII</u> Carter Mitchell Stewart, Esq. U. S. Attorney's Office Southern District of Ohio Columbus, Ohio	<u>SEX DISCRIMINATION LAW - AN OVERVIEW</u> Duffy W. Jamieson, Esq. Chief Assistant Attorney General Civil Rights Section Ohio Attorney General's Office Columbus, Ohio	<u>GENDER TRANSITIONING IN THE WORKPLACE</u> Lana Moore Captain City of Columbus, Division of Fire Columbus, Ohio	<u>A DEEPER LOOK AT BULLYING IN THE WORKPLACE</u> Roderick Cheatam, Training Officer Debora Branham, Assistant Benefits Administrator Human Resources Division Ohio Department of Administrative Services Columbus, Ohio	<u>BEST PRACTICES FOR DIVERSITY RECRUITMENT: THE WAR FOR TALENT</u> Steve S. Francis, Manager Corporate Affairs Department Honda of America Mfg., Inc. Marysville, Ohio
10:50 a.m. - 11:50 a.m.	<u>DEVELOPING TOLERANCE PROGRAMS</u> Scott Warrick JD, MLHR, SPHR Human Resource Consulting and Training Services Columbus, Ohio	<u>PREGNANCY DISCRIMINATION</u> Patrick Dull, Esq. Assistant Attorney General Civil Rights Section Ohio Attorney General's Office Columbus, Ohio	<u>CIVIL RIGHTS IMPLICATIONS OF SOCIAL MEDIA</u> Lori Anthony, Esq. Section Chief Civil Rights Civil Rights Section Ohio Attorney General's Office Cincinnati, Ohio	<u>DISCRIMINATION BASED ON AGE</u> Megan Hudson, Esq. Assistant Attorney General Civil Rights Section Ohio Attorney General's Office Columbus, Ohio	<u>DISCRIMINATION BASED ON RELIGION AND REASONABLE ACCOMMODATIONS</u> Stacia Marie Jones, Esq. Senior Legal Counsel Arooj Sheikh, Esq. Assistant Legal Counsel Abercrombie & Fitch Columbus, Ohio
1:00 p.m. - 2:00 p.m.	<u>U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION MEDIATION PROCESS</u> Deanna Jackson EEOC Mediator U.S. Equal Employment Opportunity Commission Cleveland, Ohio	<u>LEGAL ASSIMILATION: IDENTITY BASED INDICATORS</u> Darren Nealy, Esq. Director of Student Services University of Michigan Law School Ann Arbor, Michigan	<u>EMOTIONAL INTELLIGENCE (AT WORK)</u> Patrice Baughman Borders, Esq. Prevention Strategies LLC Cincinnati, Ohio	<u>AMERICANS WITH DISABILITIES UPDATE: Part 1</u> L. Scott Lissner Americans with Disabilities Act Coordinator The Ohio State University Columbus, Ohio	<u>DISSECTION OF A RETALIATION CASE UNDER STATE AND FEDERAL ANTI-DISCRIMINATION LAWS</u> Stephanie Bostos-Demers, Esq. Chief Legal Counsel Ohio Civil Rights Commission Columbus, Ohio
2:10 p.m. - 3:10 p.m.	<u>REDEMPTION AND RETENTION GATEWAY: WHY AND HOW TO HIRE HIGH-QUALITY WORKERS WITH CRIMINAL RECORDS</u> Stephen JohnsonGrove Deputy Director Ohio Justice and Policy Center Cincinnati, Ohio	<u>STATE PERSONNEL BOARD OF REVIEW (SPBR) HEARINGS: WINNING OR LOSING</u> James R. Sprague, Esq. Administrative Law Judge Marcie Scholl, Esq. State Personnel Board of Review Columbus, Ohio	<u>ENHANCE YOUR CULTURAL COMPETENCY: LEARN ABOUT NEW AMERICANS</u> (presentation not available) Abdikhayr H. Soofe New American Initiative Outreach Coordinator City of Columbus, Community Relations Commission Columbus, Ohio	<u>AMERICANS WITH DISABILITIES UPDATE: Part 2</u> L. Scott Lissner Americans with Disabilities Act Coordinator The Ohio State University Columbus, Ohio	<u>LESBIAN, BISEXUAL, GAY, TRANSGENDER (LBGT) EMPLOYMENT UPDATE AND SAME SEX MARRIAGE</u> <u>Additional workplace materials</u> Jennifer Branch, Esq. Gerhardstein & Branch Co., LPA Cincinnati, Ohio
3:20 p.m. - 4:20 p.m.	<u>EEOC OVERVIEW AND DISCRIMINATION CHARGE PROCESS</u> Marcel D. Baldwin Outreach & Training Manager. U.S. Equal Employment Opportunity Commission Cleveland, Ohio	<u>SUBSTANCE ABUSE IN THE WORKPLACE</u> William Livisay, Program Administrator Alcohol and Drug Abuse City of Columbus, Department of Health Columbus, Ohio	<u>LOOKING FOR LOVE IN ALL THE WRONG PLACES: DATING IN THE WORKPLACE</u> Anne Thomson, Esq. Human Resources Division Ohio Department of Mental Health and Addiction Services Columbus, Ohio	<u>FAMILY MEDICAL LEAVE ACT (FMLA) UPDATE</u> Nicole S. Moss, Esq. Senior Staff Attorney Office of Legal and Acquisition Services Ohio Department of Job and Family Services Columbus, Ohio	<u>CLOSING REMARKS</u> Felicia Godbolt EEO Program Manager Equal Opportunity Division Ohio Department of Administrative Services Columbus, Ohio

The State of Ohio is an equal opportunity employer.

EEO Participation Certificate Levels:

General EEO Practitioner completes a minimum of **22** classroom hours
Senior EEO Practitioner completes a minimum of **50** classroom hours
Executive EEO Practitioner completes a minimum of **80** classroom hours
Expert EEO Practitioner completes a minimum of **107** classroom hours
Master EEO Practitioner completes a minimum of **150** classroom hours

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

Updated: 2/4/2016 2:38:17 PM.

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