

OhioDAS
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Department of Administrative Services
Equal Opportunity Division

EQUAL EMPLOYMENT OPPORTUNITY ACADEMY



2015

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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.

ABOUT THE EEO ACADEMY

In 2006, the Affirmative Action/Equal Employment Opportunity Unit within the Equal Opportunity Division of the Ohio Department of Administrative Services 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 cause and effect 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: das.ohio.gov/EEOTraining.

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 and used in the development of future EEO Academy programming.

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

The 2015 EEO Academy requested 28 Continuing Legal Education (CLE) credits through the Supreme Court of Ohio, which are approved.

The 2015 EEO Academy requested 29 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

Gregory L. Williams, Deputy Director, State EEO Coordinator, Ohio Department of Administrative Services

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

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

Lakoya Leneir, EEO Program Officer, Ohio Department of Administrative Services

Bobbi Bell, Program Administrator, Ohio Department of Administrative Services

Marty Berkowitz, Public Information Officer, Ohio Department of Administrative Services

Karen Mager, Electronic Design Specialist, Ohio Department of Administrative Services

Susan B. Russell, Public Information Officer, Ohio Department of Administrative Services

Kimberly Watson, EEO Manager, Ohio Department of Transportation

The Ohio State University, Office of Continuing Education

The Supreme Court of Ohio

SPECIAL ACKNOWLEDGEMENT FOR SPEAKERS

Frederick M. Gittes, Esq., Principal Attorney, Gittes Law Group

Carter Mitchell Stewart, Esq., U.S. Attorney's Office for the Southern District of Ohio

Scott Warrick, J.D., MLHR, SPHR, Human Resource Consulting and Training Services

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

Stephen JohnsonGrove, Deputy Director, Ohio Justice and Policy Center

Marcel D. Baldwin, Outreach and Training Manager, Equal Employment Opportunity Commission

Lee Ann Rabe, Esq., Associate Assistant Attorney General, Court of Claims Defense Section, Office of the Ohio Attorney General

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

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

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

James R. Sprague, Esq., Administrative Law Judge, State Personnel Board of Review (SPBR)

Marcie Scholl, Esq., Administrative Law Judge, State Personnel Board of Review (SPBR)

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

Iris Cooper, President and Owner, Just Ask Iris, Inc.

Lana Moore, Captain, City of Columbus, Division of Fire

Lori Anthony, Esq., Section Chief, Civil Rights Section, Office of the Ohio Attorney General

Patrice Baughman Borders, Esq., Principal, Prevention Strategies LLC

Abdikhayr H. Soofe, New American Initiative Outreach Coordinator, City of Columbus

Anne Thomson, Esq., Drug Addiction Services, Ohio Department of Mental Health

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

Roderick Cheatham, Training Officer, Ohio Department of Administrative Services

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

Megan Hudson, Esq., Assistant Attorney General, Office of the Ohio Attorney General

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

Stephanie Bostos-Demers, Esq., Chief Legal Counsel, Ohio Civil Rights Commission

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

Stephen S. Francis, *Corporate Affairs Department Manager, Honda of America Manufacturing, Inc.*

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

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

Nicole S. Moss, Esq., *Senior Staff Attorney, Ohio Department of Job and Family Services*

Jennifer L. Branch, Esq., *Gerhardstein & Branch Co., LPA*



WELCOME FROM THE DIRECTOR OF THE OHIO DEPARTMENT OF ADMINISTRATIVE SERVICES



Dear EEO Academy participants:

Welcome to the 2015 EEO Academy. We are pleased that you have chosen to participate. We think you will find the curriculum beneficial and informative.

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

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.

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 FROM THE DEPUTY DIRECTOR OF THE DAS EQUAL OPPORTUNITY DIVISION



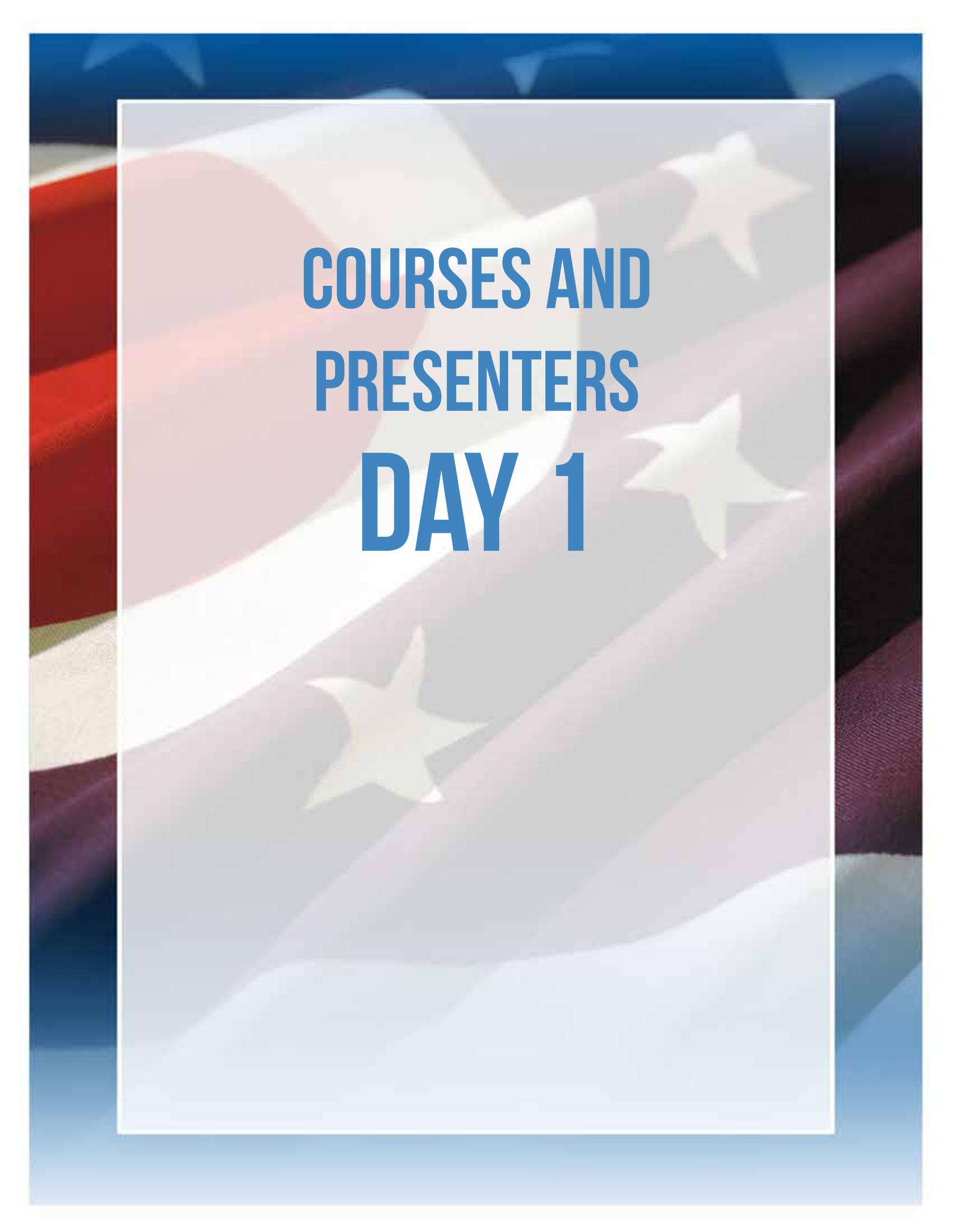
Dear EEO Academy participants:

I am pleased to welcome you to EOD's 2015 EEO Academy.

The Equal Opportunity Division of the Ohio Department of Administrative Services is pleased to facilitate this 2015 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,

Gregory L. Williams
Deputy Director/State EEO Coordinator

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**COURSES AND
PRESENTERS
DAY 1**

COURSE: RECENT DECISIONS AFFECTING WORKPLACE DISCRIMINATION COMPLAINTS AND INVESTIGATIONS

Date: Friday, Oct. 2, 2015

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



Frederick M. Gittes, Esq., Principal

Frederick M. Gittes, noted for representing individuals in employment law, defamation, open government, police misconduct, and other civil rights cases, is former president of the National Employment Lawyers Association and the Ohio Association for Justice. He won acquittals in two nationally reported criminal prosecutions, one involving protests against the KKK.

Routinely listed as a top Ohio lawyer by Super Lawyers and The Best Lawyers in America, Mr. Gittes was named Columbus Lawyer of the Year in 2013 and 2014. His work for people from all walks of life – from disabled and unemployed individuals to political figures, executives, and professionals –also has been honored by groups such as the Columbus NAACP, the Ohio Environmental Council, Ohio-NOW, the Ohio Society of Journalists, the Ohio chapter of the ACLU and Police Officers for Equal Rights.

Course Description:

This course is designed to meet the needs of employers responsible for managing workplace employment discrimination issues. This course will highlight recent employment decisions in cases involving Title VII discrimination complaints, including unlawful retaliation and EEO trends, as well as provide ideas about best practice considerations to limit employer liability.

Learning Objectives:

- Participants will learn about recent EEO court decisions and employment trends; and
- Participants will learn about proactive prevention methods and how to effectively handle situations as they arise.

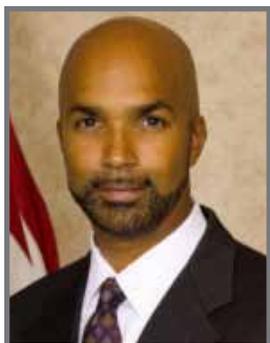
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COURSE: RACE DISCRIMINATION AND TITLE VII

Date: Friday, Oct. 2, 2015

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

***Carter Mitchell Stewart, Esq.***

Carter Stewart was appointed U.S. Attorney for the Southern District of Ohio in 2009 by President Barack Obama. Since his appointment, Mr. Stewart has served on the Attorney General's Advisory Committee and chaired the Attorney General's Child Exploitation Working Group and the Racial Disparities Working Group.

Mr. Stewart previously worked as an Assistant U.S. Attorney in San Jose, California, where he prosecuted a variety of cases including drug and gun crimes, environmental crimes, and the illegal distribution of steroids to professional athletes. His private practice experience includes working as a litigator with the firms of Bingham McCutchen in San Francisco and Vorys, Sater, Seymour, and Pease in Columbus.

Mr. Stewart received a Juris Doctor degree from Harvard Law School in 1997. He holds a Master of Arts degree in education policy from Columbia University and received his undergraduate degree in political science from Stanford University.

Course Description:

The U.S. Equal Employment Opportunity Commission defines race discrimination as treating someone (an applicant or employee) unfavorably because he/she is of a certain race or because of personal characteristics associated with race (such as hair texture, skin color, or certain facial features). The U.S. judicial system continues to struggle with race discrimination, and the resulting remedies have had a profound effect on workplaces. This course considers the principal statutory and constitutional prohibitions on employment discrimination. It focuses most prominently on Title VII of the 1964 Civil Rights Act and examines how federal enforcement agencies and federal courts function in this field.

Learning Objectives:

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

- Identify the types of race-based discrimination;
- Specify the consequences of discrimination; and
- Understand and classify the myths and excuses associated with discrimination.

Carter Mitchell Stewart, Esq.

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 303 Marconi Boulevard, Suite 200
 Columbus, OH 43215
 Office: 614.469.5715
 Email: Carter.Stewart@usdoj.gov

COURSE: DEVELOPING TOLERANCE PROGRAMS

Date: Friday, Oct. 2, 2015

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

***Scott Warrick, JD, MLHR, SPHR***

Scott Warrick received his master's degree in labor and human resources from The Ohio State University and his law degree from Capital University College of Law, where he graduated *summa cum laude* and was class valedictorian. Mr. Warrick also holds his lifetime senior professional in human resources accreditation from the Society of Human Resource Management (SHRM). Mr. Warrick was awarded the 2000 Human Resources Association of Central Ohio's Linda Kerns Award for "Outstanding Innovation in the Field of Human Resource Management." Also, Mr. Warrick was the 1991 winner of the Ohio State Council's David Prize for "Outstanding Creativity in Human Resource Management."

Mr. Warrick is currently president of his own human resource consulting, employment law and training firm based in Columbus. Mr. Warrick's organization specializes in assisting human resource professionals and companies with their proactive employee relations, compliance and training needs. Mr. Warrick has more than two decades of experience as a human resource professional and employment/labor attorney. Mr. Warrick travels throughout the country speaking on various employment and labor law, human resource management and diversity issues. Since 1997, Mr. Warrick has been a featured speaker at the Ohio Human Resource Conference conducting his ever-popular, "What the Heck Happened? An Employment Law Update" session.

Mr. Warrick is a favorite speaker at various national conferences. Mr. Warrick received the highest ratings of any speaker at SHRM's National Diversity Conference where he presented his "Intolerance of Intolerance" Diversity Awareness session. Also, Mr. Warrick has written numerous articles on the proper supervision of employees, sexual harassment, wage and hour issues and various other legal and human resource management topics.

Course Description:

This session will outline the Seven Skills of Tolerance that are absolutely vital for any diversity/tolerance program to succeed.

Learning Objectives:

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

- The Seven Skills of Tolerance;
- The "pitfalls" that will kill any diversity/tolerance program;
- How to define "tolerance"; and
- The relationship between tolerance and emotional intelligence.

Scott Warrick, JD, MLHR, SPHR

Human Resources Consulting

Employment Law & Training Services

Phone: 614.367.0842

Email: scott@scottwarrick.com

COURSE: UNITED STATES EQUAL EMPLOYMENT OPPORTUNITY COMMISSION MEDIATION PROCESS

Date: Friday, Oct. 2, 2015

Time: 1 to 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 more than 20 years. She earned her Bachelor of Science degree in criminal justice from Saint Augustine's University in Raleigh, North Carolina. Currently, she is a mediator with the EEOC's nationally recognized mediation program and also manages the mediation program for the Cleveland Field Office, which covers the eastern and southern portions of Ohio. Ms. Jackson has mediated more than 2,000 employment disputes involving issues of termination, discipline, harassment, reasonable accommodations and many other issues that occur at small businesses, Fortune 500 companies and unions. Ms.

Jackson brings firsthand knowledge of EEOC procedures and practices, as well as knowledge of employment discrimination laws to every employment dispute she mediates.

Ms. 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 has been recognized by her agency for achieving a high number of resolutions throughout her career with the EEOC.

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, the different stages of the mediation process and how to best prepare for mediation. In addition, the course will follow a charge of discrimination from the moment the charge is filed and the parties agree to mediate to the point that resolution is or is not reached.

Learning Objectives:

- Understanding the EEOC's mediation process; and
- Framework for a productive mediation.

Deanna R. Jackson, EEOC Mediator

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

COURSE: REDEMPTION AND RETENTION GATEWAY: WHY AND HOW TO HIRE HIGH-QUALITY WORKERS WITH CRIMINAL RECORDS

Date: Friday, Oct. 2, 2015

Time: 1 to 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 House Bill 86 in 2011 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. Mr. JohnsonGrove has a Bachelor of Arts degree in philosophy and political science from Penn State and a Juris Doctor 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 employers' 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

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Cincinnati, Ohio 45202

Office: 513.421.1108

Email: sjohnsongrove@ohiojpc.org

COURSE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) OVERVIEW AND DISCRIMINATION

Date: Friday, Oct., 2, 2015

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



Marcel D. Baldwin

Marcel D. Baldwin is currently the outreach and training manager of the Cleveland Field Office of the EEOC. Mr. Baldwin is responsible for coordinating and conducting EEO training, educational outreach, technical assistance, and media relations. Prior to being promoted to his current role in June 2015, Mr. Baldwin held the position of federal investigator with the agency; first at the Detroit Field Office and then at the Cleveland Field Office. Mr. Baldwin received the Wings of Excellence award in May 2015 from the Cleveland Federal Executive Board for his outstanding job performance; he was selected as an eligibility screening panel member for the 2014 North Coast Combined Federal Campaign; and received a Meritorious Achievement Award from EEOC District

Director in June 2013. Mr. Baldwin is a graduate of Kent State University where he received his Bachelor of Science degree in technology in 2001. He also is a graduate of Rensselaer Polytechnic Institute where he earned his Master of Science degree in management in 2003. In 2014, Mr. Baldwin earned his Professional in human resources certification.

Course Description:

This training provides a basic overview of the EEOC and the statutes it enforces. It also is designed to educate attendees on how EEOC discrimination charges are initiated and processed.

Learning Objectives:

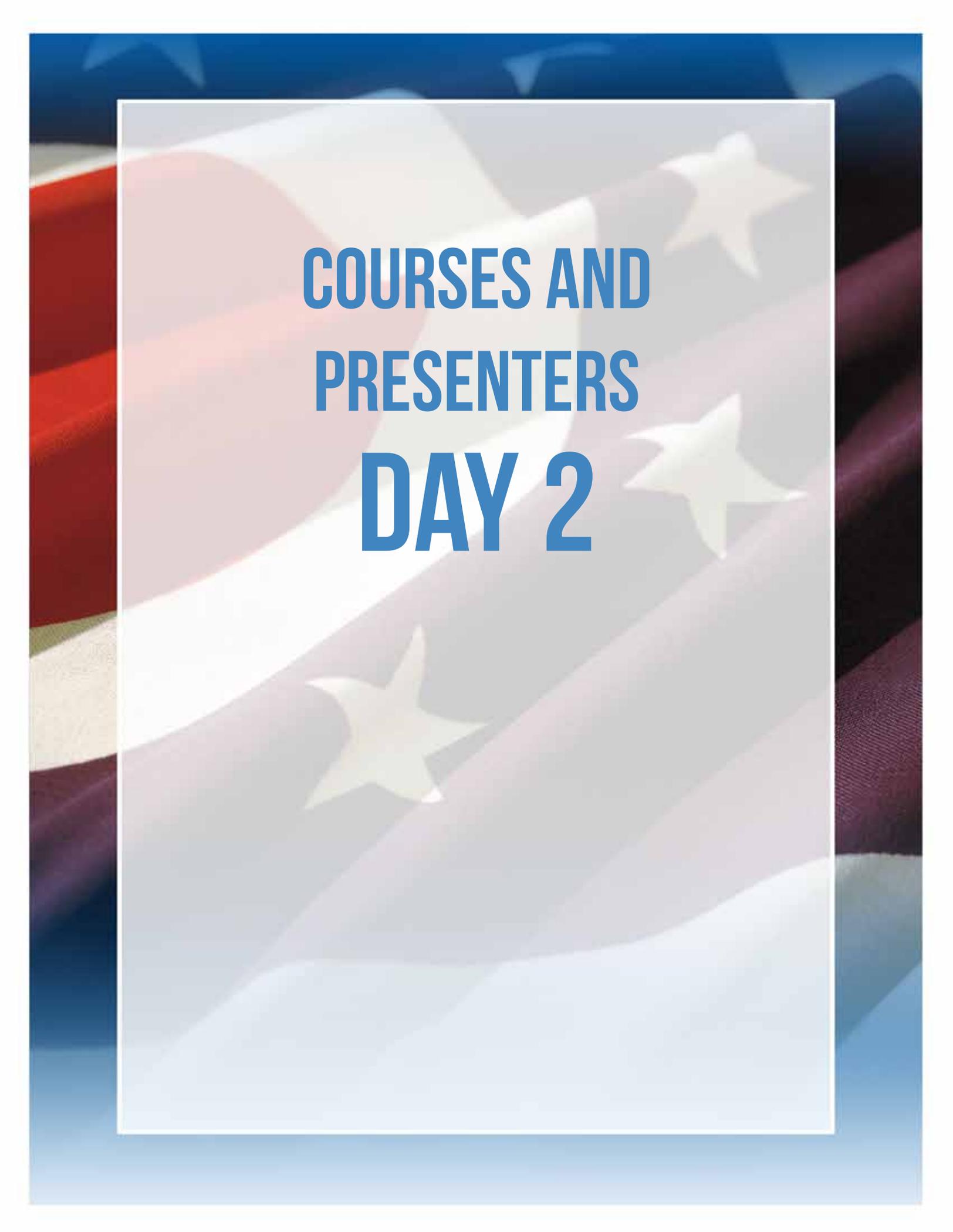
At the end of this presentation, attendees will:

- Gain more knowledge of the EEOC and the statutes it enforces;
- Learn about and/or gain a better understanding of their federally protected employment rights; and
- Learn the EEOC Charge Processing cycle.

Marcel D. Baldwin

Outreach and Training Manager

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The background of the slide is a close-up, slightly blurred image of the American flag, showing the red and white stripes and the blue field with white stars. The flag is draped and appears to be waving. A semi-transparent white rectangular box is centered over the flag, containing the text.

**COURSES AND
PRESENTERS
DAY 2**

COURSE: SEXUAL HARASSMENT PREVENTION

Date: Friday, Oct. 16, 2015

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



Lee Ann Rabe, Esq.

Lee Ann Rabe serves as an assistant attorney general for the State of Ohio, currently in the Court of Claims Defense Section and formerly in the Employment Law and Education Sections. 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.

Ms. 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 (OSBA) and is a graduate of the 2011 OSBA Leadership Academy.

Course Description:

This course will raise awareness about a significant potential litigation threat in the workplace – sexual harassment. In addition to explaining how the law defines sexual harassment, the course will allow managers to identify situations that constitute harassment. It also gives managers strategies and skills to avoid harassment in the workplace and to reduce the risk of legal claims.

Learning Objectives:

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

- Discuss elements of sexual harassment under state and federal law;
- Discuss workplace conduct that constitutes sexual harassment; and
- Discuss preventative measures to ensure a harassment-free workplace.

Lee Ann Rabe, Senior Assistant Attorney General

Office of the Ohio Attorney General

150 E. Gay St., 18th Floor

Columbus, Ohio 43215

Office: 614.466.7447

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COURSE: SEXUAL HARASSMENT PREVENTION

Date: Friday, Oct. 16, 2015

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



Duffy W. Jamieson, Esq.

Duffy Jamieson has worked for the Ohio Attorney General's Office for more than 25 years. He is the assistant chief of the Civil Rights Section where, in addition to his management responsibilities, he litigates cases involving discrimination in employment, housing, and public accommodations. He has worked on several high-profile discrimination cases and argued before the Ohio Supreme Court. In addition to his caseload and management responsibilities, Mr. Jamieson coordinates training practicums in trial advocacy and deposition skills. He also develops and teaches several other skills-based training programs.

Mr. Jamieson graduated from The Ohio State University with a Bachelor of Arts in criminology and a minor in English. Mr. Jamieson attended the University of Toledo College of Law where he graduated with honors. He is admitted to the practice of law in Ohio; in the United States District Court, the Southern and Northern Districts of Ohio; and the Sixth Circuit Court of Appeals.

Course Description:

Issues involving sex discrimination remain a challenging and evolving concern for employers today. Both federal and state law make it illegal to treat someone unfavorably because of his or her sex. However, such a simple prohibition belies the nuances of these laws, such as appearance standards, pregnancy discrimination, sexual harassment, caregiver discrimination, sexual stereotyping, and equal pay. The purpose of this presentation is not to provide an in-depth analysis of these topics, as most of these will be separately covered, but to provide an overview of how sex discrimination issues are inter-related.

Learning Objectives:

At the end of this presentation:

- Attendees will be able to identify the different laws related to sex discrimination;
- Attendees will gain a better understanding of how the different laws and issues covering sex discrimination relate; and
- Attendees will feel more confident when dealing with workplace issues related to sex discrimination.

Duffy W. Jamieson, Assistant Chief-Civil Rights

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: PREGNANCY DISCRIMINATION

Date: Friday, Oct. 16, 2015

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

***Patrick M. Dull, Esq.***

Pat M. Dull is an Assistant Attorney General in the Civil Rights Section of the Attorney General's Office. Mr. Dull attended law school at The Ohio State University, where he specialized in employment law. As an Assistant Attorney General, Mr. Dull advises the Ohio Civil Rights Commission on unlawful discrimination in employment, housing, and public accommodations. Over the years, Mr. Dull has presented on many different civil rights topics.

Course Description:

This presentation will explore common issues of pregnancy discrimination, with an emphasis on the 2015 *Young v. UPS* decision from the U.S. Supreme Court.

Learning Objectives:

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

- Legal issues related-to pregnancy; 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: LEGAL ASSIMILATION: IDENTITY-BASED INDICATORS

Date: Friday, Oct. 16, 2015

Time: 1 to 2 p.m.

***Darren L. Nealy, Esq.***

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. Mr. Nealy 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 how various identity-based markers or indicators (such as religious attire, names, clothing, and hair) can affect a number of different stakeholders (including employers, employees, the judicial system, and policy makers).

Learning Objectives:

- Raise awareness regarding the intersection of identity-based indicators and the workplace environment; and
- Identify real scenarios where identity-based indicators played a role in an interaction with an employer or a court system.

Darren L. Nealy, Director of Student Services

University of Michigan Law School

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Office: 734.615.0019

Email: dnealy@umich.edu

COURSE: STATE PERSONNEL BOARD OF REVIEW (SPBR) HEARINGS: WINNING OR LOSING

Date: Friday, Oct. 16, 2015

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

***James R. Sprague, Esq.***

James R. Sprague serves as the chief administrative law judge for the State Employment Relations Board (SERB) and supervises SERB's Consolidated Hearing Section.

Mr. Sprague received his Bachelor of Arts with distinction and honors in political science and international relations from the University of Delaware. He received his Master of Arts in political science from The Ohio State University. He received his Juris Doctor Cum Laude (Order of the Curia) from Capital University Law School, where he served as editor-in-chief of the Capital University Law Review.

Mr. Sprague served as a law clerk for Justice J. Craig Wright of the Supreme Court of Ohio and as an administrative law judge for the State Personnel Board of Review (SPBR) before becoming that agency's executive director. Mr. Sprague also has served in a volunteer capacity for several City of Dublin boards and commissions, including two years as chairman of the Dublin Planning and Zoning Commission.

***Marcie M. Scholl, Esq.***

Marcie M. Scholl transferred to the State Employment Relations Board following the passage of legislation which transferred the staff of the State Personnel Board of Review (SPBR) to the SERB. During her tenure with the SPBR, Ms. Scholl served as the executive director from 1988 to 1994 and as the senior administrative law judge from 1994 to 2009. Ms. Scholl served as the legal counsel to the deputy director of personnel for the Ohio Department of Administrative Services from 1981 to 1988.

Ms. Scholl attended The Ohio State University, earning a Bachelor of Science degree in 1977 and attended Capital University Law School, earning her Juris Doctor degree in 1980. Her bar admissions include the Ohio Bar, the United States Supreme Court and the United States District Court, Southern District of Ohio.

Course Description:

The presentation provides attendees with an overview of basic civil service elements, as well as best practices for participating in administrative hearings and administering due process within the civil service laws. The presentation is geared to employees who serve in associated roles as human resource, EEO, and/or labor relations professionals.

Learning Objectives:

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

- Provide advice to employers regarding employee rights and due process considerations related to pre-disciplinary conferences; create and/or administer policies and procedures related to disciplinary investigations and/or pre-disciplinary conferences; and
- Provide more efficient representation for clients by better understanding how to properly prepare for and present a case before the State Personnel Board of Review

James R. Sprague, Chief Administrative Law Judge

State Employment Relations Board

65 East State Street, Suite 1200

Columbus, Ohio 43215-4213

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Email: james.sprague@spbr.state.oh.us***Marcie M. Scholl - Administrative Law Judge***

State Employment Relations Board

65 East State Street, Suite 1200

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Phone: 614.466.1124

Email: marcie.scholl@spbr.state.oh.us

COURSE: SUBSTANCE ABUSE IN THE WORKPLACE

Date: Friday, Oct. 16, 2015

Time: 3:20 to 4:20 p.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.

Mr. Livisay oversees the promotion, establishment and expansion of alcohol and drug operations and budget of alcohol and drug abuse program services and educational programming. Mr. Livisay also develops and implements policies, procedures and strategic plans for the programs and has developed methods to monitor their effectiveness. Mr. Livisay has a Bachelor of Arts degree 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:

- 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

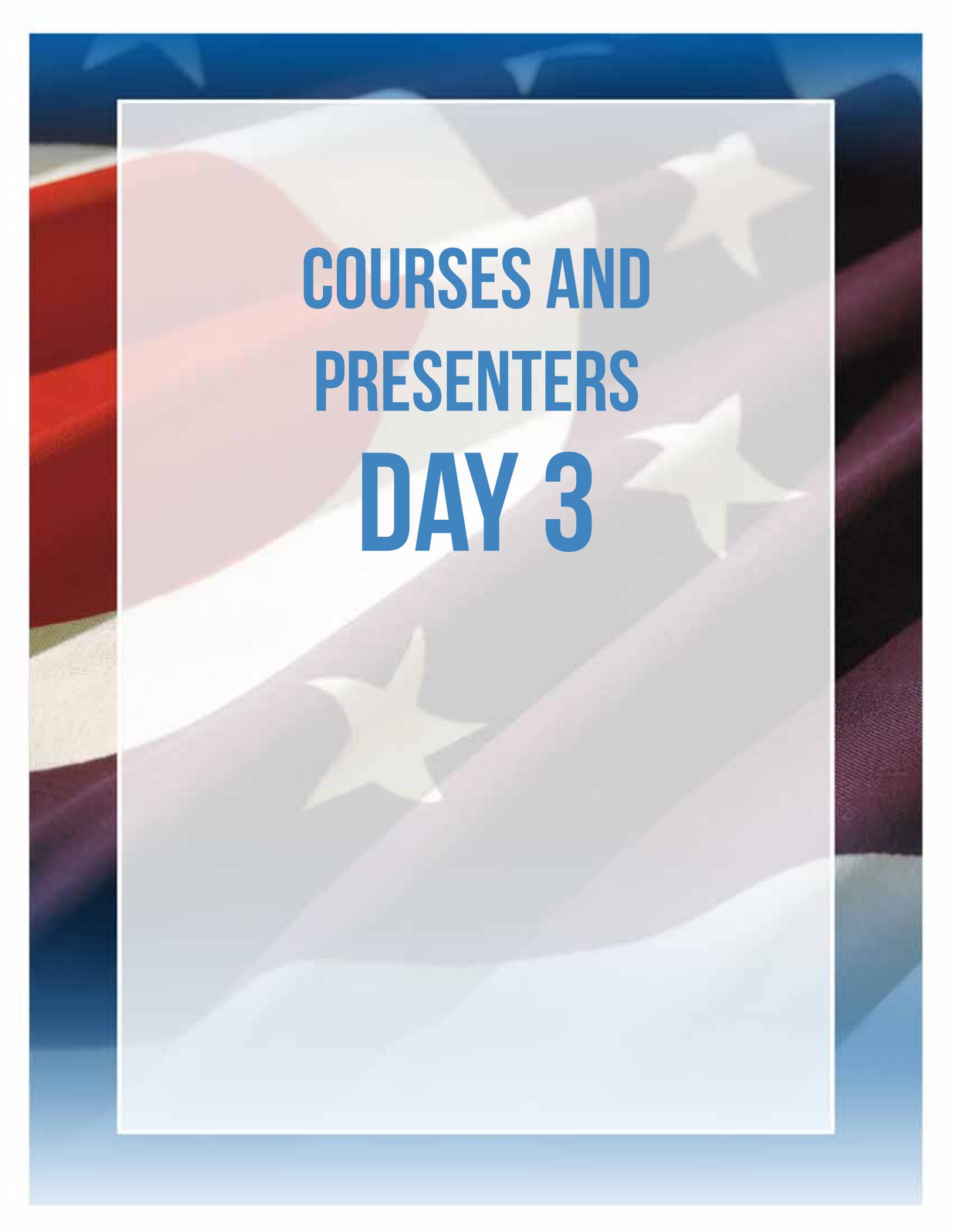
Columbus Public Health

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Columbus, Ohio 43215

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**COURSES AND
PRESENTERS
DAY 3**

COURSE: OVERCOMING LEADERSHIP CHALLENGES UNIQUE TO WOMEN (IN BUSINESS)

Date: Friday, Nov. 6, 2015

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

***Iris Ann Cooper***

Iris Ann Cooper hails from Evansville, Indiana. Ms. Cooper worked in the financial service arena for more than 25 years, providing funding for housing, commercial real estate, and small businesses. Ms. Cooper has developed an expertise in the management of a variety of projects for businesses, non-profits, and government. Ms. Cooper is the former director of the Ohio Division of Entrepreneurship and Small Business, including the Small Business Development Centers, under Governor Ted Strickland. As director, Ms. Cooper led the state from 29th worst place for small businesses in 2007 to the 9th best in the nation, and 1st in the Midwest in four years.

Ms. Cooper obtained a Bachelor of Arts degree in journalism and a Master of Business Administration in Marketing from Indiana University. Ms. Cooper is currently enrolled in the Doctor of Business Administration program at Walden University, majoring in entrepreneurship and also teaches business courses at Franklin University and Columbus State Community College. Ms. Cooper has mentored hundreds of women and entrepreneurs over the years, leading many to self-sustainability.

Course Description:

This course will educate women leaders to successfully respond to challenges while proactively pursuing their professional and personal development.

Learning Objectives:

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

- Understand how empowering the next generation of women leaders is essential for organizational success;
 - Strengthen leadership skills and increase their likelihood for promotion; and
 - Have greater influence and impact in their role as a team leader.
-

Iris Ann Cooper

Just Ask Iris

P.O. Box 91221

Columbus, Ohio 43209

Office: 614.750.1870

Email: iris@justaskiris.com

COURSE: GENDER TRANSITIONING IN THE WORKPLACE

Date: Friday, Nov. 6, 2015

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

***Capt. Lana Moore***

Capt. Moore is a 34-year veteran firefighter of the Columbus Division of Fire. Her current rank is Captain, EMT-B, where her duties include managing and overseeing the daily operations of Fire Station 19. She participated from 1982-2002 on the Division Honor Guard marching and firing squad, and as an Honor Guard Commander. Capt. Moore has served for the past 15 years on the Division Awards Committee Review Board. In October 2011, Capt. Moore received the Fire Service Award of Merit. In 2011, she served as chairperson of her church Board of Trustees and also the Senior Pastoral Committee at North Congregational United Church of Christ.

In 2013, Capt. Moore joined GLAAD on their national board of directors. She has traveled the state speaking on transgender issues within the LGBTQI movement in Columbus, Cincinnati, Cleveland, and Dayton. Capt. Moore has also presented transgender workshops in Boston, Atlanta, and Denver.

Course Description:

Capt. Moore will discuss her transition not only with her birth family but also with her “fire family” to help foster an understanding of transgender issues in the workplace and to provide guidance on how to achieve a welcoming and supportive environment for employees undergoing transition in the workplace. This course will highlight challenges transgender individuals face related to religion and social media, and will include specific topics such as how to deal with name changes, public accommodations, and medical intervention.

Learning Objectives:

- Participants will have a greater understanding of the challenges and risk of violence transgender people face in everyday living;
- Participants will be able to recognize some things which are “triggers” for transgender people;
- Participants will learn to identify and explain how transgender people as a group are as vast and varied as any random segment of the population; and
- Participants will be able to describe how being transgender is NOT a handicap.

Captain Lana Moore

Columbus Division of Fire, City of Columbus

Columbus, Ohio

Mobile: 614.824.0743

Email: Northmoor19@Gmail.com

COURSE: CIVIL RIGHTS IMPLICATIONS OF SOCIAL MEDIA

Date: Friday, Nov. 6, 2015

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

***Lori Anthony, Esq.***

Lori Anthony is the section chief of Civil Rights in the Ohio Attorney General's Office. She is responsible for the statewide prosecution of discrimination cases and enforcement of Ohio's anti-discrimination laws on behalf of the Ohio Civil Rights Commission. Prior to joining the Attorney General's Office in 2001, Ms. Anthony was a staff attorney at the Legal Aid Society of Greater Cincinnati, where she represented clients in housing, education, and social security matters. Ms. Anthony received her Juris Doctor degree from Vermont Law School and a Bachelor of Arts degree from Wittenberg University.

Course Description:

This course will examine how social media is often used by employers in recruiting, hiring, and disciplining employees, and how this use can expose employers to liability in a discrimination claim. Attendees will explore best practices for employers who use social media to avoid potential claims of employment discrimination.

Learning Objectives:

At the end of the presentation the participants will:

- Identify how social media can be used to obtain information that an employer would otherwise not be permitted to request; and
- How an employer can use social media and decrease the possibility of a discrimination claim.

Lori Anthony, Section Chief

Civil Rights Section

Ohio Attorney General's Office

30 East Broad Street, 15th Floor

Columbus, Ohio 43215

Office: 614.466.7900

Email: lori.anthony@ohioattorneygeneral.gov

COURSE: EMOTIONAL INTELLIGENCE (AT WORK)

Date: Friday, Nov. 6, 2015

Time: 1 to 2 p.m.

***Patrice Baughman Borders, Esq.***

Patrice Borders is a certified professional and executive coach and the principal of Prevention Strategies, LLC (a certified MBE based in Cincinnati). At the core of her approach is social and emotional intelligence. She has used her legal background and expertise to develop a distinguished consulting and coaching practice. As a speaker, facilitator, and coach, her high-impact message empowers people to be accountable for their actions and to make necessary and desired changes. She translates the value of human capital and the currency of relationships into implementable strategies, accountability, and return on expectations. She has coached corporate, law firm, and non-profit leaders for nearly 20 years utilizing the concepts of emotional intelligence as a performance skill. In addition to holding a Juris Doctor and a master's degree in Public Relations, Ms. Borders is certified in Emotional Intelligence EQi-2.0 and EQ 360. She is the chair of the Ohio Chapter of The Society of Emotional Intelligence.

Course Description:

This course is designed to equip attendees with a deeper understanding of emotional intelligence (EI) -- what it is and how to increase it. Researchers and business experts agree that EI is vital to being an effective and high-performing member of your organization. This course will ignite the self-awareness attendees need to approach work and people challenges with more intentional actions.

Learning Objectives:

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

- Recognize and understand the competencies for building emotional intelligence;
- Identify their own challenges for managing their emotions with confidence and positive results; and
- Incorporate practical tools and skills for becoming more self-aware and increasing emotional intelligence.

Patrice Baughman Borders, Esq., Principal

Prevention Strategies, LLC

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Blue Ash, OH 45242

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Email: pborders@preventionstrategiesllc.comWebsite: www.preventionstrategiesllc.com

COURSE: ENHANCE YOUR CULTURAL COMPETENCY: LEAN ABOUT NEW AMERICANS, CULTURE AND COMMUNICATION STYLES

Date: Friday, Nov. 6, 2015

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

***Abdikhayr H. Soofe***

Abdikhayr H. Soofe has been with the City of Columbus' Community Relations Commission as New American initiative outreach coordinator since May 2011. He has a bachelor's degree in sociology and is currently pursuing his master's in public administration. Mr. Soofe has 12 years of experience in public service. Previously, he worked for the Franklin County Clerk of Courts of Common Pleas and Franklin County Municipal Court Clerk where he held different positions while continuing to provide consultations on cultural competency, community and constituent relations to the courts.

As part of the mayor's New American Initiative for community engagement and empowerment, Mr. Soofe works very closely with New American community leaders to promote civil rights, equal opportunity, inclusion, and integration as well as cross-cultural diversity. He regularly hosts educational panel discussions on housing, employment, public accommodations, and for law enforcement issues. Mr. Soofe also provides trainings about a host of other topics including: Demographic Changes, Developing Healthy Models, Fiction vs. Facts about immigrants, youth delinquency, Somali- and Horn of Africa- specific cultural issues.

Course Description:

This course is designed to prepare attendees to build awareness, knowledge and skills to recognize challenging dimensions and cross-cultural dynamics as they work or do business with people of a variety of different cultural backgrounds and ethnicities.

Learning Objectives:

At the end of this session participants will be able to:

- Describe current demographics of New Americans in central Ohio;
- Discuss background of immigration trend in central Ohio; and
- Describe cultural perspectives and how this impacts how we work directly with the New American Population - specifically African, Asian and Latino immigrants.

Abdikhayr H. Soofe

New American Initiative Outreach Coordinator

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Columbus, OH 43205

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Email: AHSoofo@columbus.gov

COURSE: LOOKING FOR LOVE IN ALL THE WRONG PLACES: DATING IN THE WORKPLACE

Date: Friday, Nov. 6, 2015

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

***Anne Thomson, Esq.***

Anne Thomson is currently the bureau chief for the Office of Human Resources of the Ohio Department of Mental Health and Addiction Services, where she is responsible for overseeing the Labor Relations, Equal Employment Opportunity, Risk Management and Workforce Planning programs. Prior to her tenure with the Department of Mental Health and Addiction Services, Ms. Thomson served as the chief deputy liquidator for the Office of the Ohio Insurance Liquidator where she oversaw a staff of 80 employees. Also, Ms. Thomson was the assistant director of General Services for the Ohio Department of Insurance. In this position, Ms. Thomson oversaw the Fiscal, Human Resources and Facilities Management Divisions of the Department.

Prior to her position with the Department of Insurance, Ms. Thomson was the assistant section chief of the Employment Law Section of the Ohio Attorney General's Office, where she represented state agencies in employment litigation before the State Personnel Board of Review, the Ohio Civil Rights Commission, the State Employment Relations Board and State and Federal Courts.

Ms. Thomson also served as an assistant Franklin County prosecutor, practicing in the labor and employment areas. In addition, Ms. Thomson served as staff attorney to Judge Alan C. Travis at the Court of Common Pleas, Franklin County, Ohio.

Ms. Thomson received her Bachelor of Arts degree from Kent State University and her law degree from The Ohio State University College of Law.

Course Description:

This course is designed to educate attendees regarding the dynamics of workplace romances, including potential hazards, and to provide the attendees with the information needed to proactively navigate and implement the appropriate measures for each situation.

Learning Objectives:

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

- Have an informed understanding of the dynamics of workplace romances;
- Recognize the potential perils of workplace romances; and
- Proactively identify and evaluate the measures needed to effectively regulate workplace romances.

Anne Thomson, Esq***Office Chief, Division of Human Resources***

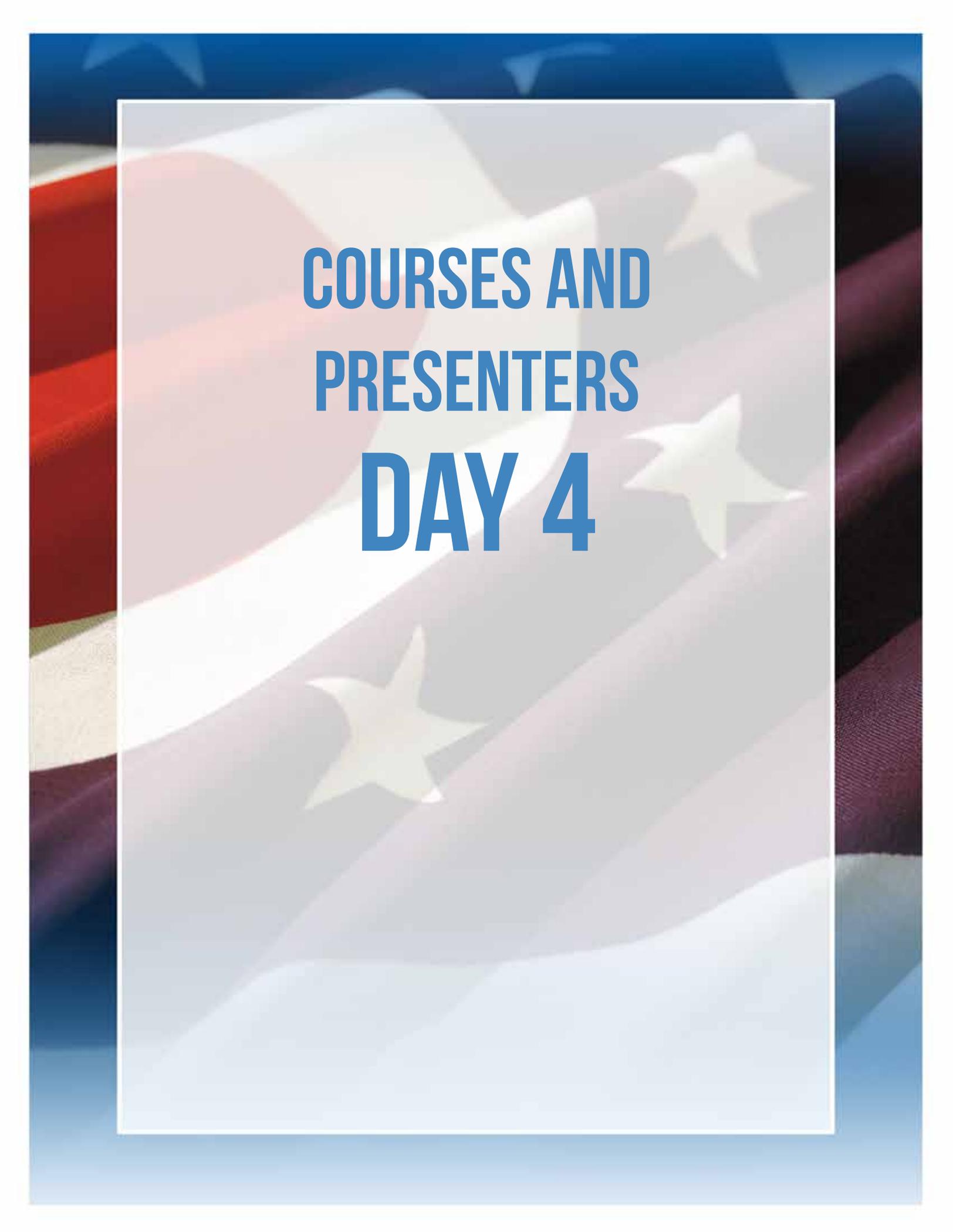
Ohio Department of Mental Health

30 East Broad St., 11th Floor

Columbus, Ohio 43215

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**COURSES AND
PRESENTERS
DAY 4**

COURSE: NON-DISCRIMINATORY PRE-EMPLOYMENT PROCEDURES

Date: Friday, Nov. 20, 2015

Time: 8:30 to 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 29 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. In addition to her day-to-day caseload, Ms. Tassie is a frequent presenter in various aspects of discrimination law and a volunteer coach to a law school mock trial team.

Ms. Tassie has a Bachelor of Arts degree with distinction in political science from Ohio Northern University; and a Juris Doctor Cum Laude, from the University of Toledo College of Law. Ms. Tassie is admitted to practice in the State of Ohio and in the United States District Court, Southern District of Ohio.

Course Description:

A capable, diverse and industrious workforce benefits employers, customers and constituents alike. But, the processes used for employee selection - - such as interviews and testing - - when not done properly, can lead to unnecessary strife and possibly costly and time-consuming litigation. In this session, we will examine the best practices in non-discriminatory pre-employment procedures, to attain a productive and diverse workforce.

Learning Objectives:

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

- Formulate and implement lawful pre-employment screening procedures that also identify the best candidates for a position; and
 - Understand the importance of consistency and record-keeping in all aspects of the hiring process.
-

Sharon D. Tassie, Esq., Principal Assistant Attorney General

Civil Rights Section

Office of the Ohio Attorney General

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Cleveland, Ohio 44113

Office: 216.787.3097

Email: sharon.tassie@ohioattorneygeneral.gov

COURSE: A DEEPER LOOK AT BULLYING IN THE WORKPLACE

Date: Friday, Nov. 20, 2015

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

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

Mrs. Branham is the State of Ohio, assistant benefits administrator charged with providing oversight and strategic direction to the Take Charge! Live Well!, Ohio Employee Assistance Programs (OEAP) as well as the Behavioral Health Plan. Mrs. Branham brings more than 21 years of human resource management and organizational development expertise, which includes leadership, strategic planning, program development, training/facilitation, event planning, instructional design, coaching & mentoring, competency development, cultural assessment and change management. She has served in multiple management positions during her tenure with other state agencies, the Longaberger Company, and The Limited, Inc. Mrs. Branham holds a Bachelor of Science degree in business management from Ohio Dominican University and a Masters of Business Administration degree with a

focus on organizational leadership from Franklin University. Also, she is a certified Myers Briggs Type Indicator (MBTI) practitioner.

***Roderick Cheatham***

Mr. Cheatham recently joined the Ohio Department of Administrative Services and works in the Office of Learning and Professional Development as a training program manager. He brings more than 18 years of professional experience in the areas of business development, concept innovation and training. Mr. Cheatham is noted for excellent public speaking and thought-provoking training in the areas of business and personal/professional development. Also, he also has an extensive background in the areas of curriculum development, training/facilitation, coaching speakers and event planning. His diverse expertise includes developing lesson plans for intense guided-instruction for professionals. Mr. Cheatham is a doctoral student and holds a Master's of Divinity

degree from Ashland Theological Seminary. Also, he has a Bachelor's of Science degree in business education with a dual minor in marketing and ethnic studies from Bowling Green State University. He is a member of the National Speakers Association, Ohio Chapter and has delivered keynote addresses and workshops at various universities, and community agencies.

Course Description:

This course is designed to increase awareness in order to begin to address bullying in the workplace, which is a rising trend. The course will provide strategies, tools and resources that can be applied in the workplace.

Learning Objectives:

- Define workplace bullying, recognizing the forms and warning signs of bullying behaviors;
- Understand the difference between workplace bullying and harassment;
- Examine the impact of workplace bullying from an organization, employee and family perspective; and
- Learn the reasons to confront and stop workplace bullying, and explore strategies.

Debora Branham, Assistant Benefits Administrator

Department of Administrative Services (DAS)

30 E. Broad St., 27th Floor

Columbus, Ohio 43215

Office: 614.644.8545

Email: Debora.Branham@das.ohio.gov***Roderick Cheatham, Training Officer***

Department of Administrative Services (DAS)

30 E. Broad St., 27th Floor

Columbus, Ohio 43215

Office: 614.644.8545

Email: Roderick.cheatham@das.ohio.gov

COURSE: DISCRIMINATION BASED ON AGE

Date: Friday, Nov. 20, 2015

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

***Megan M. Hudson, Esq.***

Megan M. Hudson is an associate assistant attorney general in the Civil Rights Section of the Office of Ohio Attorney General Mike DeWine. Ms. Hudson represents the Ohio Civil Rights Commission and prosecutes allegations of employment discrimination, fair housing violations, and discrimination in places of public accommodation. Prior to joining the Attorney General's Office, Ms. Hudson interned at the Equal Employment Opportunity Commission in Washington, D.C. and was a judicial extern for former Ohio Supreme Court Chief Justice Thomas J. Moyer. Ms. Hudson serves as the treasurer for the Downtown Residents' Association of Columbus as well as the chair of the Greater

Columbus Rowing Association's Code of Conduct committee.

Course Description:

This course is designed to introduce attendees to Ohio's laws against age discrimination and learn how to minimize the risk of allegations of unlawful age discrimination. Real-world scenarios will be discussed and attendees are encouraged to ask questions.

Learning Objectives:

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

- State what the law is in Ohio regarding age discrimination;
 - Identify best practices to minimize liability; and
 - Foster supportive, productive multi-generational workplaces.
-

Megan M. Hudson, Esq.***Associate Assistant Attorney General - Civil Rights***

Office of Ohio Attorney General Mike DeWine

Office number: 614.466.7900

Fax number: 614.466.2437

Email: Megan.Hudson@OhioAttorneyGeneral.gov

COURSE: AMERICANS WITH DISABILITIES UPDATE (PART I AND II)

Date: Friday, Nov. 20, 2015

Time: 1 to 2 p.m. and 2:10 to 3:10 p.m.

**L. Scott Lissner**

L. Scott Lissner has served as the Americans with Disabilities Act (ADA) coordinator for The Ohio State University since January 2000. Housed in the Office of Diversity and Inclusion within the Provost's Office, Mr. 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. Mr. Lissner's 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. Mr. 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. Mr. 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. Mr. 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 Thompsons 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. Jarow.

Mr. 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; has 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 Disabilities 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

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Columbus, Ohio 43210

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Email: Lissner.2@osu.edu

COURSE: DISSECTION OF A RETALIATION CASE UNDER STATE AND FEDERAL ANTI-DISCRIMINATION LAWS

Date: Friday, Nov. 20, 2015

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



Stephanie Bostos-Demers, Esq.

Stephanie Bostos-Demers earned her Juris Doctor and Master of Business Administration from Capital University. Ms. Bostos-Demers is chief legal counsel for the Ohio Civil Rights Commission. Ms. Bostos-Demers proudly served four Ohio Attorneys General, serving as chief of the Civil Rights Section and Director of Human Resources. She expanded her knowledge of human resources and labor laws while working nearly six years at Columbus State Community College as labor advisor/HR business partner, until her promotion to the position of director of compliance, where she was a key player in developing and overseeing the college's Title IX and Affirmative Action programs. Ms. Bostos-Demers is an adjunct faculty member at Columbus State and Capital University.

She previously worked as a litigation associate at Crabbe, Brown, Jones Potts & Schmidt (now Crabbe Brown & James) concentrating in labor and employment, school law, and insurance defense. There, she represented school districts such as Columbus, Worthington, Madison-Plains, and Dublin, as well as Nationwide, Allstate, Westfield, and Farmers Insurance companies. A *magna cum laude* business graduate of Ashland University, Ms. Bostos-Demers gave back to her alma mater through her work on the Alumni Board and the Board of Trustees. She is a member of the Society for Human Resource Management, earning her Senior Professional in Human Resources certification in 2009, and local human resource professional organizations.

Course Description:

This module fully explores the sometimes overlooked elements of the employment retaliation case. Attendees will have a better understanding of who is entitled to protection, when and how. Discussions will focus on the critical elements of a retaliation case and what costly legal mistakes employers make and how to avoid them. Finally, emphasis will be placed on the fact that a retaliation case under Ohio law may be brought against "any person," thereby circumventing the four employee jurisdictional requirement.

Learning Objectives:

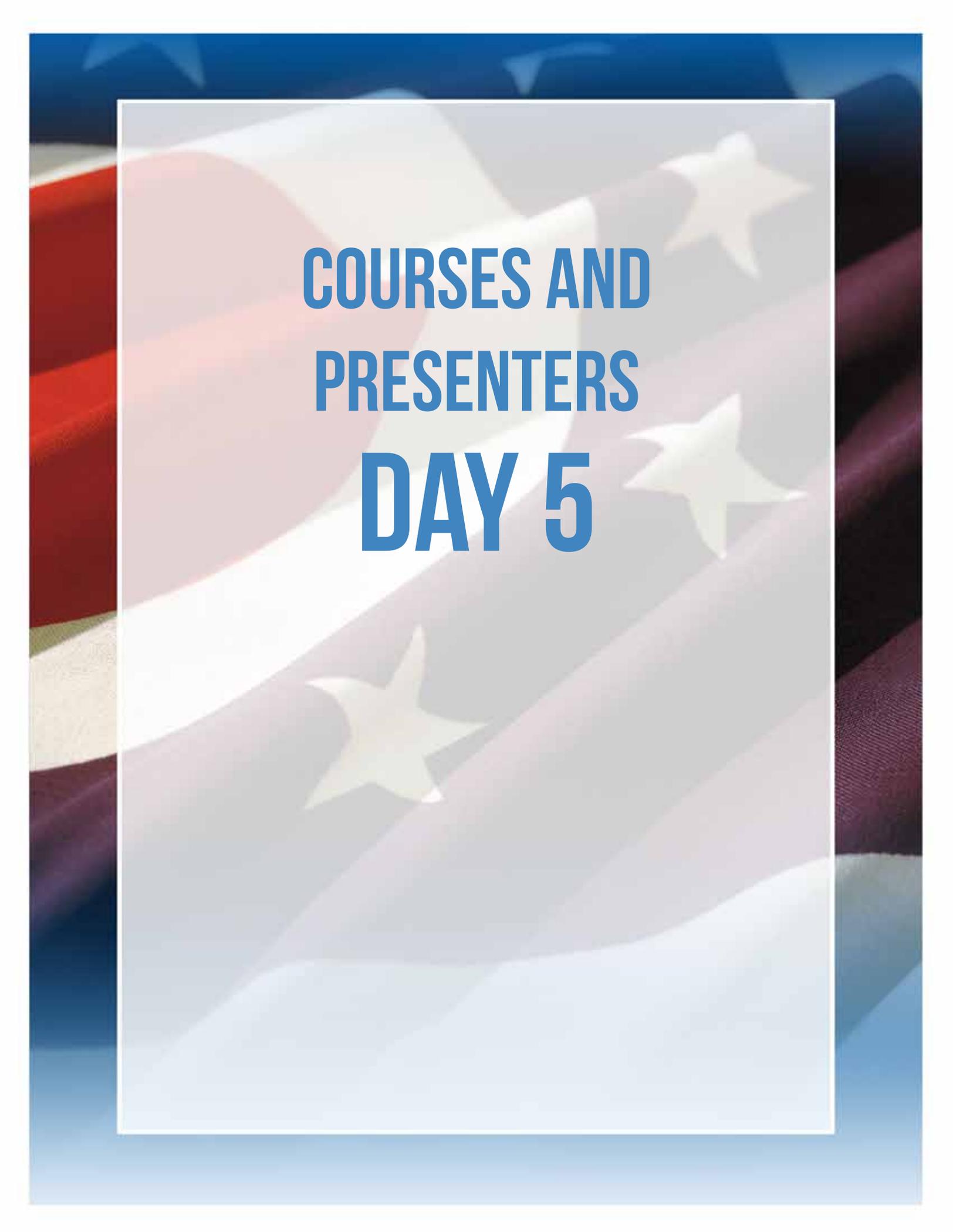
At the end of this presentation, attendees will be able to:

- Understand who is protected;
- Understand who is subject to the laws;
- Understand what protected activity is; and
- Understand what is and is not an adverse action.

Stephanie Bostos-Demers, Esq., SPHR ***Chief Legal Counsel***

Ohio Civil Rights Commission
30 East Broad Street, 15th Floor
Columbus, Ohio 43215
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**COURSES AND
PRESENTERS
DAY 5**

COURSE: POSITION STATEMENTS AND MEDIATED SETTLEMENTS (DO'S AND DON'TS)

Date: Friday, Dec. 4, 2015

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

***Raymond Geis, Esq.***

Raymond Geis is the labor relations manager for the Ohio Department of Administrative Services (DAS). His duties include overseeing the discipline process for DAS bargaining unit and exempt employees. Mr. 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. Mr. Geis is a proponent of alternative dispute resolution mediation in the labor relations and EEO setting. Mr. Geis serves as a workplace mediator for the State of Ohio, and has represented state agencies in Equal Employment Opportunity Commission (EEOC) and Ohio Civil Rights Commission (OCRC) mediations.

Course Description:

Sooner or later, associate counsels, EEO Officers and various HR personnel will need to respond to an EEOC or OCRC charge as part of their job duties. This course outlines some best practices regarding content and formatting of effective respondent's position statements. Also, it covers selection of the option to mediate, how to prepare for mediation, how to negotiate effective settlements, and must-haves in your mediated settlement agreement.

Learning Objectives:

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

- Apply an effective format and organization scheme for drafting effective position statements; and
- Use mediation effectively as a way to narrow the issues and generate win-win options for settlement.

Raymond Geis, Esq.***Labor Relations Manager***

Ohio Department of Administrative Services

Office of Employee Services

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COURSE: BEST PRACTICES FOR DIVERSITY RECRUITMENT: THE WAR FOR TALENT

Date: Friday, Dec. 4, 2015

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

***Stephen S. Francis, Esq.***

Stephen Francis is manager of the Corporate Affairs Department within the Administration Division at Honda of America Mfg., Inc. Mr. Francis manages and coordinates all government relations, media relations, diversity relations, community relations and internal communications functions for the company. Mr. Francis is also a member of the Honda of America Foundation Board. Prior to his current role, Mr. Francis managed diversity relations within the Administration Division at Honda, overseeing Honda's cross-functional diversity management initiatives and was project leader for the Honda of America diversity committee.

Mr. Francis joined Honda in 1995 as an attorney in the Legal Department providing services in employment and worker's compensation law, benefits, medical and disability programs. He coordinated legal services during the founding of Honda of South Carolina Mfg., and developed initial diversity strategy and community outreach initiatives for Honda Manufacturing of Indiana.

In addition to his Honda responsibilities, Mr. Francis is active in the community as a member of the Columbus Urban League Board, the Columbus Association for the Performing Arts (CAPA) Board, Columbus Clippers Baseball, Inc. Board, the Central Ohio Diversity Consortium Board, the American Heart Association Diversity Leadership and Nominating Committees, the Baker & Hostetler, LLP Diversity Advisory Committee, the Second Baptist Church Board of Deacons and the Morehouse College and Ohio State University Alumni Associations.

Mr. Francis is a graduate of The Ohio State University College of Law and Morehouse College in Atlanta, Georgia.

Course Description:

There is a war for talent that is laser-focused on the shrinking pool of today's available workforce. When searching for diverse talent, this war increases with intensity considering that employers across the globe are fishing from the same pond for top diverse talent that is technically sound, and has the intangible 'it' factor that all employers are looking for. This course will provide you with best practice methods and strategies that will help guide your organization toward the cream of the crop of diverse talent in order to win the war.

Learning Objectives:

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

- Understand why cultural competency is a critical success factor for leaders; and
 - Understand the importance of diversifying the workforce to ensure a competitive business advantage.
-

Stephen S. Francis, Manager

Corporate Affairs Department

Honda of America Mfg., Inc.

Honda Operations Office

24000 Honda Parkway

Marysville, Ohio 43040

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Fax: 937.644.6543

Email: steve_s_francis@ham.honda.com

COURSE: DISCRIMINATION BASED ON RELIGION AND REASONABLE ACCOMMODATIONS

Date: Friday, Dec. 4, 2015

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

**Stacia Marie Jones, Esq.**

Stacia Marie Jones is director and legal counsel (Global) for Abercrombie & Fitch (A&F). In her position, Ms. Jones 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, Ms. Jones 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. Ms. Jones assists in the management of non-employment litigation, such as consumer protection and breach of contract.

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

Ms. Jones earned an undergraduate degree, *magna cum laude*, from The Ohio State University and a law degree, with honors, also from OSU.

**Arooj Sheikh, Esq.**

Arooj Sheikh is assistant legal counsel for Abercrombie & Fitch. She earned an undergraduate degree with research honors, a master's degree 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:

According to the EEOC, religious discrimination involves treating a person (an applicant or employee) unfavorably because of his or her religious beliefs. The law protects not only people who belong to traditional, organized religions such as Buddhism, Christianity, Hinduism, Islam, and Judaism, but also others who have sincerely held religious, ethical or moral beliefs. The course will involve a discussion of religion, reasonable accommodations and cover the legal doctrines developed to eliminate discrimination in the workplace.

Learning Objectives:

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

- Determine what is and is not an undue hardship regarding religious accommodations and claims of discrimination
- Identify discriminatory hiring practices, policy and procedures

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COURSE: FAMILY MEDICAL LEAVE ACT (FMLA) UPDATE

Date: Friday, Dec. 4, 2015

Time: 1 to 2 p.m.

***Nicole S. Moss, Esq.***

Nicole S. Moss is a senior staff attorney at the Ohio Department of Job and Family Services, where she primarily provides legal advice to the agency on all aspects of employment law. She worked for nine years in the Ohio Attorney General's Office in the Employment Law Section representing state agencies, boards and commissions in various legal and administrative forums. Prior to joining state service, Ms. Moss represented plaintiffs in employment actions.

Course Description:

In the next 14 years, the last of the baby boomers (those born between 1946 and 1964) will turn 65, and the youngest Gen Xers will turn 50. With age often come serious health conditions. Thus, it seems likely that state employer Family and Medical Leave Act (FMLA) caseloads will continue to grow. This session will focus on analyzing current legal trends for their usefulness in managing an agency's FMLA user population to prepare for this future.

Learning Objectives:

At the end of the presentation:

- Attendees will leave with recommendations on how to handle suspected FMLA abusers;
- Attendees will come away with insights from case law on the facts and mistakes that make courts rule against employers in FMLA cases; and
- Attendees will learn about upcoming decisions and regulatory changes that may affect their approach to FMLA.

Nicole S. Moss, Senior Staff Attorney

Ohio Department of Job and Family Services

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COURSE: LESBIAN, BISEXUAL, GAY, TRANSGENDER (LGBT) EMPLOYMENT UPDATE AND SAME SEX MARRIAGE

Date: Friday, Dec. 4, 2015

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



Jennifer L. Branch, Esq.

Jennifer L. Branch has been a partner with Alphonse Gerhardstein since 2005. The firm concentrates its practice in civil rights litigation. Ms. Branch practices civil rights litigation in the areas of race, sex, disability, and sexual orientation discrimination, employment discrimination, police misconduct, prisoner civil rights, special education law, and reproductive rights. In 2015, Gerhardstein & Branch won the landmark case, *Obergefell v. Hodges*, which held that the Fourteenth Amendment requires states to license and recognize marriages between same sex couples. Ms. Branch joined the firm as an associate in 1997 and began her legal career in 1987 at the Legal Aid Society of Cincinnati. She graduated from New York University in 1984 with honors in politics and from Case Western Reserve University School of Law cum laude in 1987. Ms. Branch's litigation experience includes bench trials, jury trials, and administrative hearings in state and federal court, as well as arguing appeals in the Ohio Court of Appeals, Ohio Supreme Court, and Sixth U.S. Circuit Court of Appeals.

Course Description:

This course is designed to summarize how *Obergefell v. Hodges* affects employment for same sex couples including benefits, religious objections, and workplace harassment and discrimination. In addition the course will discuss the recent changes in the law for LGBT employees in employment.

Learning Objectives:

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

- Identify and resolve issues unique to public employees married to a same-sex partner;
- Follow the Fourteenth Amendment Equal Protection Clause so LGBT employees are protected from discrimination; and
- Understand the EEOC's reasoning in *Macy v. Holder* and *Baldwin v. Foxx* so transgender employees and LGB employees are protected from discrimination based on Title VII's prohibition on discrimination based on sex.

Jennifer L. Branch, Partner

Gerhardstein & Branch Co. LPA

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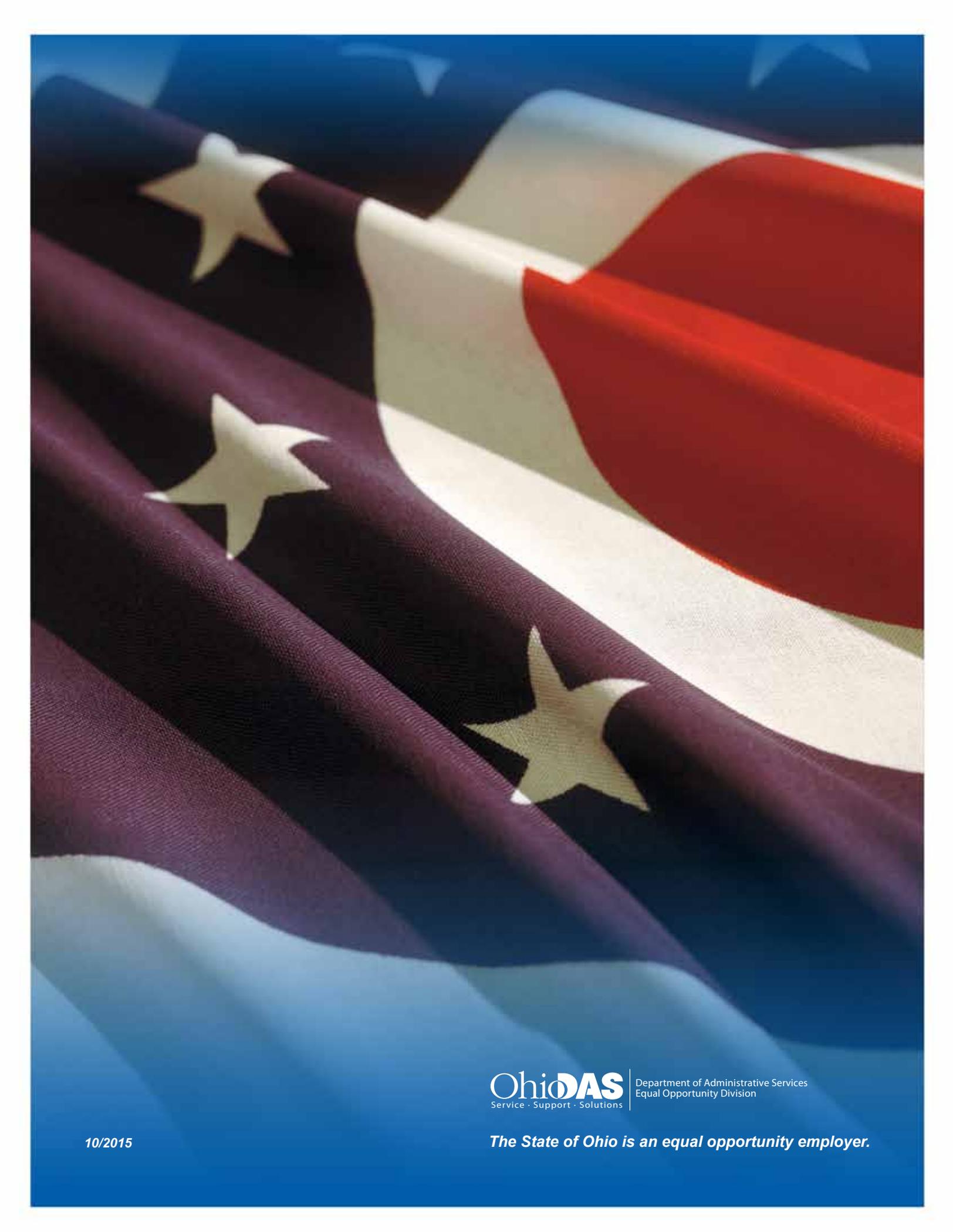


CLOSING REMARKS

Felicia Godbolt

EEO Program Manager
Ohio Department of Administrative Services

Welcome to the 2015 Equal Employment Opportunity (EEO) Academy. This year, we are offering one of the most comprehensive curriculums in the Academy's history. Thanks to all of the new and returning presenters who have given their time and talent to be with us today. We appreciate all of the workers who have assisted in the development and implementation of the Academy. It is our hope that this learning experience exceeds your expectations. We look forward to the opportunity to network and have a great time.



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The State of Ohio is an equal opportunity employer.