

**2015 EEO ACADEMY CLASS MATRIX: OCTOBER 2015 – DECEMBER 2015 – Revised as of 11/9/15**

**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	<b>WELCOME</b>	<b>ANNOUNCEMENTS</b>	<b>ANNOUNCEMENTS</b>	<b>ANNOUNCEMENTS</b>	<b>ANNOUNCEMENTS</b>
8:30 a.m. - 9:30 a.m.	<b>RECENT DECISIONS AFFECTING WORKPLACE DISCRIMINATION COMPLAINTS AND INVESTIGATIONS</b> Frederick M. Gittes, Principal The Gittes Law Group Columbus, Ohio	<b>SEXUAL HARASSMENT PREVENTION</b> Lee Ann Rabe, Esq. Assistant Attorney General Employment Law Section Ohio Attorney General's Office Columbus, Ohio	<b>OVERCOMING LEADERSHIP CHALLENGES UNIQUE TO WOMEN (IN BUSINESS</b> Iris Ann Cooper Just Ask Iris, Inc. Columbus, Ohio	<b>NON-DISCRIMINATORY PRE- EMPLOYMENT PROCEDURES</b> Sharon D. Tassie, Esq. Principal Assistant Attorney General Ohio Attorney General's Office Cleveland, Ohio	<b>POSITION STATEMENTS AND MEDIATED SETTLEMENTS (DO'S AND DON'TS)</b> Ray Geis, Esq. Labor Relations Officer Ohio Department of Administrative Services Columbus, Ohio
9:40 a.m. - 10:40 a.m.	<b>RACE DISCRIMINATION AND TITLE VII</b> Carter Mitchell Stewart, Esq. U. S. Attorney's Office Southern District of Ohio Columbus, Ohio	<b>SEX DISCRIMINATION LAW - AN OVERVIEW</b> Duffy W. Jamieson, Esq. Chief Assistant Attorney General Civil Rights Section Ohio Attorney General's Office Columbus, Ohio	<b>GENDER TRANSITIONING IN THE WORKPLACE</b> Lana Moore Captain City of Columbus, Division of Fire Columbus, Ohio	<b>A DEEPER LOOK AT BULLYING IN THE WORKPLACE</b> Roderick Cheatam, Training Officer Deborah Branham, Assistant Benefits Administrator Human Resources Division Ohio Department of Administrative Services Columbus, Ohio	<b>BEST PRACTICES FOR DIVERSITY RECRUITMENT: THE WAR FOR TALENT</b> Steve S. Francis, Manager Corporate Affairs Department Honda of America Mfg., Inc. Marysville, Ohio
10:50 a.m. - 11:50 a.m.	<b>DEVELOPING TOLERANCE PROGRAMS</b> Scott Warrick JD, MLHR, SPHR Human Resource Consulting and Training Services Columbus, Ohio	<b>PREGNANCY DISCRIMINATION</b> Patrick Dull, Esq. Assistant Attorney General Civil Rights Section Ohio Attorney General's Office Columbus, Ohio	<b>CIVIL RIGHTS IMPLICATIONS OF SOCIAL MEDIA</b> Lori Anthony, Esq. Section Chief Civil Rights Civil Rights Section Ohio Attorney General's Office Cincinnati, Ohio	<b>DISCRIMINATION BASED ON AGE</b> Megan Hudson, Esq. Assistant Attorney General Civil Rights Section Ohio Attorney General's Office Columbus, Ohio	<b>DISCRIMINATION BASED ON RELIGION AND REASONABLE ACCOMMODATIONS</b> 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.	<b>U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION MEDIATION PROCESS</b> Deanna Jackson EEOC Mediator U.S. Equal Employment Opportunity Commission Cleveland, Ohio	<b>LEGAL ASSIMILATION: IDENTITY BASED INDICATORS</b> Darren Nealy, Esq. Director of Student Services University of Michigan Law School Ann Arbor, Michigan	<b>EMOTIONAL INTELLIGENCE (AT WORK)</b> Patrice Baughman Borders, Esq. Prevention Strategies LLC Cincinnati, Ohio	<b>AMERICANS WITH DISABILITIES UPDATE: Part 1</b> L. Scott Lissner Americans with Disabilities Act Coordinator The Ohio State University Columbus, Ohio	<b>DISSECTION OF A RETALIATION CASE UNDER STATE AND FEDERAL ANTI- DISCRIMINATION LAWS</b> Stephanie Bostos-Demers, Esq. Chief Legal Counsel Ohio Civil Rights Commission Columbus, Ohio
2:10 p.m. - 3:10 p.m.	<b>REDEMPTION AND RETENTION GATEWAY: WHY AND HOW TO HIRE HIGH-QUALITY WORKERS WITH CRIMINAL RECORDS</b> Stephen JohnsonGrove Deputy Director Ohio Justice and Policy Center Cincinnati, Ohio	<b>STATE PERSONNEL BOARD OF REVIEW (SPBR) HEARINGS: WINNING OR LOSING</b> James R. Sprague, Esq. Administrative Law Judge Marcie Scholl, Esq. State Personnel Board of Review Columbus, Ohio	<b>ENHANCE YOUR CULTURAL COMPETENCY: LEARN ABOUT NEW AMERICANS</b> Abdikhayr H. Soofe New American Initiative Outreach Coordinator City of Columbus, Community Relations Commission Columbus, Ohio	<b>AMERICANS WITH DISABILITIES UPDATE: Part 2</b> L. Scott Lissner Americans with Disabilities Act Coordinator The Ohio State University Columbus, Ohio	<b>LESBIAN, BISEXUAL, GAY, TRANSGENDER (LBGT) EMPLOYMENT UPDATE AND SAME SEX MARRIAGE</b> Jennifer Branch, Esq. Gerhardstein & Branch Co., LPA Cincinnati, Ohio
3:20 p.m. - 4:20 p.m.	<b>EEOC OVERVIEW AND DISCRIMINATION CHARGE PROCESS</b> Marcel D. Baldwin Outreach & Training Manager. U.S. Equal Employment Opportunity Commission Cleveland, Ohio	<b>SUBSTANCE ABUSE IN THE WORKPLACE</b> William Livisay, Program Administrator Alcohol and Drug Abuse City of Columbus, Department of Health Columbus, Ohio	<b>LOOKING FOR LOVE IN ALL THE WRONG PLACES: DATING IN THE WORKPLACE</b> Anne Thomson, Esq. Human Resources Division Ohio Department of Mental Health and Addiction Services Columbus, Ohio	<b>FAMILY MEDICAL LEAVE ACT (FMLA) UPDATE</b> Nicole S. Moss, Esq. Senior Staff Attorney Office of Legal and Acquisition Services Ohio Department of Job and Family Services Columbus, Ohio	<b>CLOSING REMARKS</b> Felicia Godbolt EEO Program Manager Equal Opportunity Division Ohio Department of Administrative Services Columbus, Ohio

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Registration: [click here](#)

If questions, please contact: 614-466-8380 or [DAS.AAEEO@das.ohio.gov](mailto:DAS.AAEEO@das.ohio.gov).

Updated: 11/9/2015 1:23:45 PM.

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