

**Fee — \$349 per day**

**Early/Online Discount**  
\$319 (\$638 both days)  
for on-line registration or  
if payment is received by  
Friday, May 25, 2013

**Tuesday and  
Wednesday  
June 25-26,  
2013**

**REGISTER NOW**  
[www.eeotraining.eeoc.gov](http://www.eeotraining.eeoc.gov)

**ENHANCE YOUR EEO KNOWLEDGE** at the 2013 New York City  
Technical Assistance Two Day Seminar

at

**New York Law School**

**Presented by the**

**U.S. Equal Employment Opportunity Commission  
New York District Office**



# EEOC New York City Seminar

U.S. Equal Employment Opportunity Commission

## 2013 SEMINAR LOCATION

**New York Law School  
185 West Broadway  
New York, NY 10013  
Telephone: (212) 431-2100**



## **TRAINING YOU CANNOT AFFORD TO MISS!**

Join us for the latest developments in EEO  
law and best practices — from the experts  
who enforce the law.

*HRCI recertification credits provided on a hour by hour basis.  
EEOC New York District is a NYS Continuing Legal Education  
(CLE) provider. NYS 14.5 CLE provided for this seminar.*

## **Questions about the seminar?**

**Contact Bryan D. White**  
(212) 336-3670  
(212) 336-3621 FAX  
(212) 336-3622 TTY  
[bryan.white@eeoc.gov](mailto:bryan.white@eeoc.gov)



**EEOC**  
**Training Institute**  
*...Learn from the Experts*

# EEOC New York City Seminar

Tuesday, June 25, 2013 and Wednesday, June 26, 2013

## Training Institute Policies - Event Code 13TNYC01

### EEOC Tax ID

# 52-0812909

### QUESTIONS ABOUT REGISTRATION?

1.866.446.0940

TTY# 1.800.828.1120

[eeoc.traininginstitute@eeoc.gov](mailto:eeoc.traininginstitute@eeoc.gov)

### Hotel Arrangements

*Registrants are responsible for their own hotel arrangements.*

### **PAYMENT — \$349 per day (\$698 for both days)**

Fee includes seminar, lunch, refreshments at breaks and an eight volume EEO library on CD. PAYMENT MUST ACCOMPANY REGISTRATION.

**GET A DISCOUNT PRICE of \$319 per day (\$638 for both days)** by 1) registering on-line with a credit card or electronic check payment, or 2) registering early by mail or FAX. Check or credit card payment information must be received 30 days before the seminar and credit card registrations received after May 25, 2013 will be charged \$349. NOTE: All credit card charges will be listed as EEOC Training Institute on your statement.

**PAYING BY GOVERNMENT PURCHASE ORDER** Please note: This type of payment is not eligible for early bird discount.

**State and Local Government Registrants:** In order to be confirmed: submit a copy of the purchase order, purchase order number, billing name and address and instructions, and agency tax ID number. For all Pos, please provide the name, phone number and email of a contact person for questions regarding purchase order and payment. "Purchase order number" could also be a requisition or document number, as appropriate.

**Federal Government Registrants:** We only accept federal purchase orders for over \$2,500. Please contact our customer service staff at 866.446.0940 or send an email to [eeoc.traininginstitute@eeoc.gov](mailto:eeoc.traininginstitute@eeoc.gov) for more information. EEOC Tax ID Number: 52-0812909

**REGISTRATION —** Register at [www.eeotraining.eeoc.gov](http://www.eeotraining.eeoc.gov). Credit card and electronic bank check registrations will receive immediate confirmation.

You may also **MAIL** your registration application with payment to **EEOC TRAINING INSTITUTE, REGISTRATION PROCESSING, 6501 RED HOOK PLAZA, SUITE 201, ST. THOMAS, VIRGIN ISLANDS 00802** OR **FAX** your registration with payment to 703.787.8090.

**CONFIRMATION —** Registrants will receive written email or fax confirmation upon receipt of completed registration application and payment. Space is limited, so register early, preferably at least 14 days prior to the seminar. Late registrations will be accepted on a space-available basis. Confirmation email should be brought to the event.

### **CANCELLATIONS, REFUNDS, NO SHOWS**

Cancellations received more than 7 business days prior to seminar are eligible for a refund less a \$35 processing fee. No shows are not eligible for a refund. Substitutions may be made prior to the beginning of the seminar.

**REASONABLE ACCOMMODATION REQUESTS —** If you need an accommodation, please note it on the registration form and we will contact you.

# EEOC New York City Seminar

**Tuesday, June 25, 2013**

**AGENDA DAY 1**

**8:00 AM - 9:00 AM:** [Registration and Continental Breakfast](#)

**9:00 AM - 9:15 AM:** [An Overview: Strategic Plan for Fiscal Years 2012 – 2016](#)

Hear how the EEOC will combat employment discrimination through strategic law enforcement. Also highlighted will be information on EEOC pro-active strategies and (new approaches to) stakeholder services and systems.

**Presenter:** Kevin Berry, District Director, EEOC New York District

**9:15 AM - 10:30 AM:** [Fair Pay: Perspectives from Employers, OFCCP and EEOC](#)

From starting pay to fringe benefits, compensation must be non-discriminatory to be legal. The OFCCP has issued new guidelines and the EEOC is celebrating the 50<sup>th</sup> anniversary of the Equal Pay Act. Learn how these agencies approach fair pay and what they expect from employers during audits and investigations. This session will discuss best practices for ensuring fair pay and defending compensation practices in the face of an OFCCP audit or EEOC investigation.

**Presenters:** Raechel Adams, Supervisory Trial Attorney, EEOC New York District Office

Diana Sen, Regional Director, Northeast Region Director, OFCCP

Jill L. Rosenberg, Partner, Orrick, Herrington & Sutcliffe, LLP

**10:30 AM - 10:45 AM:** [Morning Break](#)

**10:45 AM - 12:00 PM:** [Domestic Violence as a Workplace Issue: Recommended Protocols and Employment Law Protections](#)

This session will include best policies and practices for employers to follow when addressing issues of domestic violence as they arise in the workplace. Panelists will also share how employment law at the federal, state and city level may provide legal protections for individuals facing domestic violence related concerns at work.

**Presenters:** Sunu Chandy, Trial Attorney, EEOC New York District Office

Dennis Butler, Chief Human Resources and Compliance Officer, Roman Catholic Diocese of Paterson

Clifford Mulqueen, Deputy Commissioner/General Counsel, New York City Commission on Civil Rights

Caroline Downey, General Counsel, New York State Division of Human Rights (invited)

Tiloma Jayasinghe, Executive Director, Sakhi for South Asian Women

Liz Roberts, Chief Program Officer, Safe Horizons

Michelle Caiola, Senior Staff Attorney/Acting Litigation Director, Legal Momentum

**12:00 PM - 1:30 PM:** [Conference Luncheon](#)

**Keynote Speaker:** Judge Michael A. Corriero, Executive Director and Founder of the New York Center for Juvenile Justice

**1:30 PM - 2:45 PM:** [Arrest and Conviction Records - What Every Employer Needs to Know About Background Checks and Other Arresting Developments](#)

With unemployment high and employers looking for ways to locate the best job candidates in the crowd, background checks have become commonplace. But, do they work? And, can they be discriminatory? In this session we will tell you how to conduct appropriate checks and remain in compliance with the law.

**Presenters:** Elizabeth Grossman, Regional Attorney, EEOC New York District Office

Glenn E. Martin, The Fortune Society

Eric Simon, Jackson Lewis LLP

**2:45 PM - 3:00 PM:** [Afternoon Break](#)

**3:00 PM - 4:15 PM:** [A Dual EEO Prospective - Panel Discussion](#)

This session will be composed of a charging party attorney, an employer attorney and EEOC managers. This panel will highlight charge issues frequently encountered at the intake stage, suggest what to do and what to avoid when preparing a position statement, and give some behind the scenes views of charge processing at the NYDO. In addition, we will speak out about some significant issues often not discussed, such as customer preference and the prevalence of retaliation.

**Presenters:** Electra Yourke, Enforcement Manager, EEOC New York District Office

Feng An, Acting Area Director, EEOC Boston Area Office

Janice Goodman, Janice Goodman Law Office, Inc.

Roger Briton, Jackson Lewis, LLP

**4:15 PM - 4:30 PM:** [O & A, Evaluations, Certificates & CD-ROM Manual Distribution](#)

# EEOC New York City Seminar

**Wednesday, June 26, 2013**

**AGENDA DAY 2**

**8:00 AM - 9:00 AM:** [Registration and Continental Breakfast](#)

**9:00 AM - 9:15 AM:** [Welcome and Opening Remarks](#)

**Presenter:** Kevin Berry, District Director, EEOC New York District

**9:15 AM - 10:30 AM:** [Ending Sex Stereotyping and Employment Discrimination Against Lesbian, Gay, Bisexual and Transgender Individuals](#)

The courts have said that sex discrimination includes discrimination because an applicant or employee does not conform to traditional gender stereotypes. This session outlines how a charge of employment discrimination initiated by an individual who is lesbian, gay, bisexual, or transgendered *may* be actionable under Title VII.

**Presenter:** Judy Keenan, Deputy District Director, EEOC New York District Office

**10:30 AM - 10:45 AM:** [Morning Break](#)

**10:45 AM - 12:00 PM:** [The Americans with Disability Act - Panel Discussion](#)

This panel will provide practical advice to employers regarding their responsibilities under the ADAAA in regard to hiring, training, accommodating and retaining individuals with psychiatric, mental and intellectual disabilities. Discussions will include when an employer may ask applicants or employees about disabilities or require medical examinations; what types of reasonable accommodations may be effective; and what an employer should do when concerned about compliance with a workplace conduct standard.

**Presenters:** Markus Penzel, Trial Attorney, EEOC Boston Area Office

Carol Miaskoff, Associate Legal Counsel, EEOC Headquarters Office of Legal Counsel

Louis P. DiLorenzo, Managing Partner, Bond, Schoeneck and King, PLLC

Kevin M. Cremin, Director of Litigation for Disability and Aging Rights, MFY Legal Services, Inc.

**12:00 PM - 1:30 PM:** [Conference Luncheon](#)

**1:30 PM - 2:45 PM:** [Unconscious Bias](#)

Learn how to become aware of unconscious bias and discover strategies for combating and minimizing its influence in the workplace.

**Presenters:** Corrado Gigante, Area Director, EEOC Newark Area Office

Nora Curtin, Supervisory Trial Attorney, EEOC New York District Office

Charlton McIlwain, Associate Professor of Media, Culture and Communication, New York University

**2:45 PM - 3:00 PM:** [Afternoon Break](#)

**3:00 PM - 4:15 PM:** [Social Media in the Workplace](#)

Social media continues to have a significant impact on the workplace and HR practitioners need to be equipped to handle these challenges. As companies continue to take advantage of the positive effect of social media, HR will continue to be tapped to deal with the dark side raised by employee conduct as well as unions' attempt to organize non-union workplaces. This session offers a look at the pitfalls in new and developing areas such as the NLRB's efforts in this area and how to deal with them.

**Presenters:** William Macauley, Supervisory Administrative Judge, EEOC New York District Office

James Paulsen, Regional Director, National Labor Relations Board

**4:15 PM - 4:30 PM :** [Q& A, Evaluations, Certificates & CD-ROM Manuel Distribution](#)

**Credits:** Recertification credits from HRCI are available hour by hour. The seminar also meets the yearly refresher training requirement for Federal agency EEO Investigators. Those attorneys who attend both days will receive 14.5 NYS Continuing Legal Education (CLE) traditional and non-traditional credits. 7.5 CLE credits will be provided Day 1 and 7 credits will be provided Day 2.

# EEOC NEW YORK CITY SEMINAR

# 2013

Event No.  
13TNYC01

Person Filling Out this Form (if different from registrant)

Name \_\_\_\_\_  
E-Mail \_\_\_\_\_ Tel. # \_\_\_\_\_

## REGISTRATION FORM: Please use a separate form for each attendee

Have you attended an EEOC-sponsored seminar, course or conference in the last 5 years?  Yes  No

### # Employees at your facility?

- Under 50
- 50-99
- 100-249
- 250-499
- 500-999
- 1,000+

### Your Organization:

- Federal Gov't
- State/Local Gov't
- Private

### Your Position:

- Attorney
- EEO Director, Manager, Supervisor
- EEO Professional (Investigator, Counselor, Specialist)
- HR Director, Manager, Supervisor
- HR Staff
- Mediator, ADR
- Other Manager, Supervisor
- President, CEO, Owner
- Union Representative
- Other \_\_\_\_\_

### How did you learn about this seminar?

- Brochure in mail
- Colleague
- EEOC event
- Email
- Website/Internet
- Newspaper/Newsletter
- Professional Organization
- SHRM
- Other \_\_\_\_\_

- Enrollment for **both Day 1 and 2, June 25-26, 2013**
- Enrollment for **Day 1 Tuesday, June 25, 2013**
- Enrollment for **Day 2 Wednesday, June 26, 2013**

First Name \_\_\_\_\_ MI \_\_\_\_\_ Last Name \_\_\_\_\_

Title \_\_\_\_\_

Organization \_\_\_\_\_ Suborg \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

E-Mail \_\_\_\_\_

Business Telephone ( ) \_\_\_\_\_ ( if TTY, please check here  )

Fax No. ( ) \_\_\_\_\_ Company/Agency Tax ID Number \_\_\_\_\_

Do you require a reasonable accommodation, due to a disability, to attend?  Yes

Describe accommodation requested or special diet: \_\_\_\_\_

### AMOUNT OF PAYMENT:

**One Day**  \$349/ \$319\*

**Two Days**  \$698 / \$638\*

\* **Discount price** of \$319 each day (\$638 for two days) available for online registrations up until the day before the seminar and for mailed checks or mailed/faxed credit card payment registrations received 30 days before the event. Faxed/mailed credit card registrations received after May 25, 2013 will be charged \$349 each day of attendance.

**Credit Card**  MasterCard  Visa  American Express  Discover

Account # \_\_\_\_\_ Exp. Date \_\_\_\_\_

Card Security Code (3 or 4 un-embossed digits near signature block) \_\_\_\_\_

Cardholder Name (please print) \_\_\_\_\_

Signature \_\_\_\_\_

Cardholder Email \_\_\_\_\_

**Check** Payable to EEOC Training Institute

**State/Local Gov't Purchase Order** (Attached)- **P.O. #** \_\_\_\_\_

Final Payment Method  Check  Credit Card (fill out above)

Billing Agency Name & Address \_\_\_\_\_

Name/Phone & Email of PO Contact \_\_\_\_\_

**We only accept federal purchase orders for over \$2,500. Please call us at 866.446.0940 or send an email to [eeoc.traininginstitute@eeoc.gov](mailto:eeoc.traininginstitute@eeoc.gov) for special registration form and procedures.**

**By registering for a Training Institute event, you agree to all applicable Institute policies.**

**REGISTER ► ON-LINE [www.eetraining.eeoc.gov](http://www.eetraining.eeoc.gov) ► FAX to 703.787.8090 ► MAIL to EEOC TRAINING INSTITUTE, REGISTRATION PROCESSING, 6501 RED HOOK PLAZA, SUITE 201, ST. THOMAS, VIRGIN ISLANDS 00802**

# EEOC NEW YORK CITY SEMINAR

## DIRECTIONS

Event No. 13TNYC01

### Top 5 Reasons to Attend an EEOC Seminar

- Get Updates on the Latest Changes to EEO Laws and Regulations
- Avoid Common Pitfalls and Mistakes
- Learn Best Practices
- Prepare for Tough HR Decisions
- Meet the People who Enforce the Laws

### LET EEOC

### BE YOUR TRAINER!

Experienced EEOC staff will come on-site and provide training on popular EEO topics such as harassment or an overview of EEO.

For more information contact:

**Bryan D. White,**

**Outreach and Training Manager**

**212 336-3670**

**212 336-3622 TTY**

**212 336-3621 FAX**

**bryan.white@eEOC.gov**

### [New York Law School 185 West Broadway, New York, NY 10013](#)

#### BY SUBWAY

**7th Ave. line:** No. 1 (local) to Franklin Street. Exit at Varick Street and West Broadway. Walk one block south on West Broadway. The School is located on West Broadway between Worth and Leonard Streets.

Nos. 2, 3 (express) to Chambers Street. Exit at West Broadway and walk four blocks north on West Broadway.

**Lexington Ave line:** Nos. 4, 5 (express) and No. 6 (local) to Brooklyn Bridge/City Hall. Exit at Foley Square. Walk north two blocks to Worth Street and west four blocks to West Broadway.

**8th Ave line:** A train (express) and C train (local) to Chambers Street. Exit at Church Street. Walk four blocks north on Church Street to Worth Street. Walk one block west to West Broadway.

E train (local) to Canal Street; change for the A train or C train to Chambers Street.

**6th Ave. line :** B, D, Q trains (express) and F train (local) to West 4th Street/Washington Square. Change at West 4th Street for the A train or C train to Chambers Street.

**Broadway line** W, R trains (local) to City Hall. Exit on Broadway and walk north on Broadway to Worth Street. Walk west on Worth Street two blocks to West Broadway.

**Nassau Street Line :** J, Z trains (express) and M trains (local) to Chambers Street. Exit at Foley Square. Walk north two blocks to Worth Street and west four blocks to West Broadway.

**BY New Jersey PATH:** The PATH Station at the World Trade Center site is open. Exit at Church Street and walk north approximately 10 blocks to New York Law School to Leonard Street. Make a left on Leonard and walk one block west to West Broadway.

**BY BUS:** M1, M6 south to Broadway and Worth Street. Walk one block north to Leonard, then two blocks west to West Broadway. OR M20 south to West Broadway and Worth Street.

**BY CAR: From the Harlem River Drive/FDR Drive:** Take Exit 2 (Brooklyn Bridge/Civic Center). Bear right toward Civic Center and proceed down ramp. Make a right at the light onto St. James Place. Go straight; at the third light (street ends), make a left onto Worth Street. Continue for approximately six blocks to West Broadway.

**From the Henry Hudson Parkway—West Side Highway:** Take the Chambers Street exit. Follow Chambers Street three blocks and make a left onto Church Street. Follow Church Street five blocks to Leonard Street. Make a left onto Leonard Street. Go one block west to the corner of Leonard and West Broadway.

**From the Brooklyn Battery Tunnel:** At the exit of the tunnel, bear right onto Trinity Place. (Trinity Place becomes Church Street after the World Trade Center site.) Move to the far left lane. Continue on Church Street to Leonard Street. (Leonard Street is five blocks past Chambers Street.) Make a left onto Leonard Street and go one block west to the corner of Leonard and West Broadway.

**From the Holland Tunnel:** Stay in the middle lane and take the "Downtown" exit. Make a right onto Varick Street. (Varick Street becomes West Broadway.) Continue on West Broadway two blocks to Leonard Street.

**From the Lincoln Tunnel:** Take the West Side Highway south (Refer to directions from West Side Highway above.)

**PARKING:** There are a number of parking garages in the neighborhood for fee-paid parking. On-street parking is extremely limited.

#### ACCESSIBILITY:

New York Law School is wheelchair accessible.