



**EEOC**  
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## Seattle EEO Seminar

AN EVENT YOU DON'T WANT TO MISS! Join us for EEO training from experts in the field of employment law.

**Fee:** \$349

**Dates:** September 13, 2018

**Program Hours:** 9:00 AM to 5:00 PM

**Check-in Time:** Begins at 8:00 AM

### Seminar Location

Hilton Bellevue  
300 - 112th Avenue SE  
Bellevue, WA, 98004

**Register Today:** <http://bit.ly/SeattleEEOC2018Registration>

### Hotel Accommodations

Participants are responsible for making their own hotel arrangements.

<http://www.BellevueHilton.com>

Reserve online <http://bit.ly/SeattleEEOC2018room> or call 425-455-1300 and mention Group Code "EECCI." Book before **5:00p.m** on **August 13, 2018** to qualify for the discounted room rate!

### Parking

On-site parking validated.

### Questions

#### Agenda Information

#### Meiju Ong

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#### Registration Assistance

#### EEOC Training Institute

Toll Free: 1.866.446.0940  
Phone: 1 703.291.0880  
TTY: 1 800.828.1120  
Email: [eeoc.traininginstitute@eeoc.gov](mailto:eeoc.traininginstitute@eeoc.gov)

### Continuing Education Credits

**CLE Credits:** WA State Continuing Legal Education Credits (CLE) are pending.

**SHRM Credits:** This program is pending SHRM certification approval.

**HRCI Credits:** This program is pending HR Certification Institute (HRCI) approval.

**Investigator Refresher Credits:** This seminar meets the yearly 8-hour refresher training requirement for federal agency EEO investigators.



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# AGENDA

## Seattle Area EEO Seminar

### Thursday, September 13, 2018

- 8:00 am - 9:00 am**      **Registration and Continental Breakfast**
- 9:00 am - 9:15 am**      **Welcome & Introductory Remarks**  
*Nancy A. Sienko, Director, EEOC Seattle Field Office*
- 9:15 am - 10:30 am**      **Legal Update: Recent Developments in the Law**  
*John F. Stanley, Supervisory Trial Attorney, EEOC Seattle Field Office*  
*Kara L. Heikkila, Attorney, Witherspoon-Kelley*
- 10:30 am - 10:45 am**      **BREAK**
- 10:45 am - 11:45 am**      **Harassment and Retaliation Issues**  
*William R. Tamayo, District Director, EEOC San Francisco Office*
- 11:45 am - 1:00 pm**      **LUNCH**
- 1:00 pm - 2:00 pm**      **Big Data: Big Deal**  
A discussion of how employers are using big data in decision making—and the potential legal pitfalls of this trend.  
*Darin Sands, Shareholder and Co-Chair of Lane Powell's Privacy and Data Security Group*  
*Maria Morocco, Supervisory Trial Attorney, EEOC Washington Field Office*  
*Jason Kolter, Foster America Fellow - Data Integration, Washington State Department of Children, Youth, and Families*



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## **AGENDA - continued**

### **Seattle Area EEO Seminar**

### **Thursday, September 13, 2018**

**2:00 pm - 3:15 pm**

#### **Rethinking Employee Investigations in the #MeToo Era: A Systematic Approach to Investigating Employee Complaints**

Time Magazine's Person of the Year in 2017 was the Silence Breakers of the #MeToo movement. Companies face big increases in the number of employee investigations. Expectations for proper investigations in the #MeToo era have never been higher: One court recently upheld a \$200,000 punitive damages award against a company due to its inadequate investigation of a sexual harassment complaint. Whether using 3rd party investigators or an internal investigation team, it is critical that you can prove the investigation was fair and impartial, and that the outcome of the investigation can be trusted by all parties and by the media. This session outlines: (1) newest mistakes being made in investigations in the #MeToo era and (2) steps you can take to perform a more defensible investigation.

*D. Michael Reilly, Shareholder, Lane Powell*

**3:15 pm - 3:30 pm**

**BREAK**

**3:30 pm - 5:00 pm**

#### **Workplace Protections for LGBTQ+ Employees**

A trending topic: What you should know about state and federal protections for your LGBTQ+ workforce.

*Molly Powell, Administrative Judge, EEOC Seattle Office*  
*Suzanne Thomas, Partner, K&L Gates*

**5:00 pm**

**ADJOURN**