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**U.S. Equal Employment Opportunity Commission
Charlotte District Office**

EEOC 2022 LEGAL UPDATE

July 28, 2022

12:00 pm – 1:20 pm (EDT)

AGENDA

Time Presentation

11:30 am **Virtual Environment Opens**

12:00 pm **Opening Remarks**

Thomas M. Colclough, District Director, EEOC Charlotte District Office

12:05 pm **EEOC 2022 Legal Update**

Carol R. Miaskoff, Legal Counsel, Office of Legal Counsel, EEOC

This session discusses recently issued EEOC technical assistance and EEOC litigation (either filed or resolved) in the last year. The discussion also focuses on such issues as civil rights and the pandemic, discrimination based on race, pregnancy, and retaliation.

1:05 pm **Questions and Answers**

1:15 pm **Closing Remarks**

Thomas M. Colclough, District Director, EEOC Charlotte District Office

1:20 pm **Adjourn**

REGISTRATION FEE: \$95.00 per person

ENROLL HERE: [Charlotte Virtual Workshop](#)

CREDITS:

HRCI – This program has been submitted to the HR Certification Institute for review.

SHRM – submitted for approval.

CLE – seeking credit for NC.

This workshop has been approved for Federal Counselor or Investigator Refresher credits (one hour).

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PRESENTER BIOGRAPHIES



Thomas M. Colclough, District Director, EEOC Charlotte District Office

Thomas M. Colclough currently serves as the District Director of EEOC's Charlotte District. Mr. Colclough has over 25 years of experience with EEOC investigating charges and complaints of discrimination and leading high performing teams. Mr. Colclough has served in various leadership positions at EEOC, e.g., Enforcement Supervisor, Local Director, Area Director, Systemic Coordinator and Deputy District Director. Only July 21, 2020, Mr. Colclough was promoted to the position of District Director. In this position, he plays a key role in fulfilling the agency's mission through strategic enforcement management and planning.

A native of North Carolina, Mr. Colclough attended Saint Augustine's College in Raleigh, North Carolina, where he received his B.S. in Business Administration. Mr. Colclough earned his master's degree from the University of North Carolina at Greensboro. Mr. Colclough is also a graduate of the military's Command and General Staff College and the Office of Personnel Management's Federal Executive Institute. In 2005, Mr. Colclough retired from the North Carolina National Guard after 23 years of service (active, reserve and guard) at the rank of Lieutenant Colonel.



Carol R. Miaskoff, Legal Counsel, EEOC Office of Legal Counsel

Carol R. Miaskoff was appointed Legal Counsel of the EEOC on June 24, 2021, by Commission Chair Charlotte A. Burrows. As the agency's Legal Counsel, she manages development of the Commission regulations and guidance under the Americans with Disabilities Act, Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, the Equal Pay Act, and the Genetic Information Nondiscrimination Act. Ms. Miaskoff also provides legal advice to the Commission and works with the Department of Justice to defend the Chair and the Commission in litigation and oversees the agency's Freedom of Information Act program.

During her career at the EEOC, Ms. Miaskoff supervised the development of proposed Commission policy on workplace harassment and final Commission guidance on retaliation, criminal background checks, and national origin discrimination. Ms. Miaskoff served on the EEOC's equal pay task force and speaks frequently to labor and employment groups about issues ranging from COVID-19 in the workplace, to the use of big data in employment selection.

Ms. Miaskoff graduated from Harvard University and from the George Washington University Law School.

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