



# EEOC

## TRAINING INSTITUTE

U.S. Equal Employment Opportunity Commission  
Phoenix District ★ St. Louis District Offices

# EMPLOYMENT LAW 2022: Advancing Equality in a Changing Workplace

August 12, 2022

11:00 am – 5:15 pm (EDT)

## AGENDA

### Time Presentation

10:30 am Virtual Environment Opens

11:00 am **Opening Remarks**

Melinda Caraballo, Acting District Director, EEOC Memphis District Office

11:10 am **The Big Picture: A Continued Conversation with Vice Chair, Jocelyn Samuels, About the Current EEO Landscape for Advancing Workplace Equity**

Jocelyn Samuels, Vice Chair, EEOC

Holly Cole, Area Director, EEOC Oklahoma City Area Office (moderator)

Engage with Vice Chair Jocelyn Samuels as she leads a conversation about the Commission's priorities and shares insight into the legal EEO landscape of 2022 and beyond. The Vice Chair will share her knowledge, experience, and insights on EEOC's work to eliminate systemic barriers to pay equality and racial justice, and to effectively address hate and bigotry when it enters the workplace. Come together for this engaging dialogue moderated by Ms. Cole.

12:10 pm **2022 EEO Legal Updates and Systemic Discrimination Litigation**

Andrea Baran, Regional Attorney, EEOC St. Louis District Office

Mary Jo O'Neil, Regional Attorney, EEOC Phoenix District Office

Hear expert EEOC Regional Attorneys discuss recent federal court and Supreme Court EEO decisions and recent EEOC litigation with a focus on racial justice and systemic discrimination. Discussion will also involve a legal update post-*Bostock* regarding sexual orientation and gender identity. Stay current on what you need to know about EEO caselaw developments that impact employers, employees, and unions.

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1:10 pm **Lunch**

1:45 pm **Staying ADA Compliant in an Algorithmic World**

**Sharon Rennert, Senior Attorney Advisor, EEOC Office of Legal Counsel, ADA Division, Washington, DC**

Hear from one of EEOC's leading experts on the ADA about potential risks for engaging in disability discrimination when employers use AI and other computer-based technology for algorithmic decision-making. Although AI technology is developed to increase efficiency and enhance objective decision-making during all stages of employment, it can significantly disadvantage applicants and employees with disabilities. Gain a deeper understanding of the application of the ADA to AI technology and how to stay ADA compliant in an algorithmic world.

2:45 pm **Break**

3:00 pm **Workplace Litigation Trends and Forecasting the Future**

**William C. Martucci, Partner, Shook Hardy & Bacon, Kansas City, New York, and Washington, DC**

Learn from one of the nation's leading experts in employment law about emerging workplace litigation trends throughout the United States and how to best avoid complex class action lawsuits involving wage-and-hour issues and employment discrimination. Recently named in the Human Resource Executive list of "America's Most Powerful Employment Lawyers," Mr. Martucci shares his knowledge, experience, and insights on how to effectively address complex workplace challenges that require a higher level of legal analysis to successfully deal with the toughest issues currently facing employers.

4:00 pm **Break**

4:15 pm **Age Discrimination and The Great Resignation in a Post-Pandemic World**

**Katrina Grider, Associate Director, Curriculum, Training, and Education, EEOC Washington, DC**

The pandemic's systemic impact on the older workforce has created a civil rights crisis as many older workers lost their jobs or chose to retire earlier than planned. Those faced with financial insecurity are now older job seekers bumping into new roadblocks of ageism. Learn best practices from EEOC's training expert about recruiting, hiring, and retaining good employees and avoiding age-based discriminatory practices.

5:15 pm **Closing Remarks and Adjourn**

**David Davis, Acting District Director, EEOC St. Louis District Office**

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**REGISTRATION FEE: \$255.00 per person**

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**CREDITS:**

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

SHRM Credits – Approved (five hours).

CLE Credits – MO, OK (approved six hours); WY (approved five hours).

CLE Credits – pending (AZ, CO, KS, NE, NM, UT).

Federal Counselor or Investigator Refresher credits (approved five hours).

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