



# EEOC

## TRAINING INSTITUTE

U.S. Equal Employment Opportunity Commission  
Chicago District ★ San Francisco District

# Inclusion and Accommodations: EEOC 2022 Priorities, LGBTQI+ Inclusion and Pandemic Accommodations

**August 16, 2022**

**9:00 am – 12:30 pm (PDT)**

**12:00 pm – 3:30pm (EDT)**

## AGENDA

Time	Presentation
8:30 am	Virtual Environment Opens
9:00 am	<b>Opening Remarks</b> Nancy Sienko, District Director, EEOC San Francisco District Office
9:05 am	<b>EEOC Priorities</b> Jocelyn Samuels, Vice Chair, EEOC
9:20 am	<b>SOGI Legal Updates</b> Jocelyn Samuels, Vice Chair, EEOC Justin Mulaire, Supervisory Trial Attorney, EEOC Chicago District Office This session examines case law on Sexual Orientation and Gender Identity (SOGI) and highlights significant decisions and implications for employees and employers.
10:20 am	Break
10:25 am	<b>LGBTQI+ Inclusion</b> Zachary Florent, Outreach and Education Coordinator, EEOC Seattle Field Office Molly Powell, Administrative Judge, EEOC Seattle Field Office How can you promote respectful, culturally competent interactions with LGBTQI+ colleagues and customers? Our experts review evolving language, pronoun use, and practices to make a workplace safe and welcoming for all.

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11:25 am **Pandemic Accommodations**

Joyce Walker-Jones, Senior Attorney Advisor, EEOC Office of Legal Counsel

What lessons have we learned from responding and adapting to COVID-19? Join us for an update on the agency's guidance on religious and reasonable accommodations.

12:25 pm **Closing Remarks**

Julianne Bowman, District Director, EEOC Chicago District Office

12:30 pm **Adjourn**

**REGISTRATION FEE: \$150.00 per person**

**ENROLL HERE: [Chicago](#) ★ [San Francisco Virtual Workshop](#)**

**CREDITS:**

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

SHRM – submitted for approval.

CLE – seeking credits for CA, IA, MN, ND, OR, WA, and WI. Credits for IL are not available.

This workshop has been approved for Federal Counselor or Investigator Refresher credits (three hours).

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### PRESENTER BIOGRAPHIES



#### **Julianne Bowman (she/her), District Director, EEOC Chicago District Office**

Julianne Bowman was appointed the District Director of the EEOC Chicago District Office in May 2015. Ms. Bowman leads the District's operations, with primary oversight of private sector investigations, federal sector hearings, outreach, and alternative dispute resolution programs for the EEOC's Chicago, Milwaukee, and Minneapolis offices, which serve Illinois, Minnesota, Wisconsin, Iowa, North Dakota, and South Dakota. Previously, Ms. Bowman was the Deputy District Director of the Chicago District for 15 years. Ms. Bowman first joined the Commission's Chicago District in 1984 as a trial attorney and was promoted to Enforcement Manager in 1993.

During her tenure, Ms. Bowman has helped develop the Chicago District into one of the Commission's most accomplished Districts in the nation. Chicago continues to pursue its strategy of reaching out to assist employers in meeting their responsibilities under the law while pursuing a robust enforcement program designed to achieve noteworthy results which will encourage compliance by other employers. Prior to joining the Commission, Ms. Bowman worked as a litigation associate for Jenner & Block. Ms. Bowman graduated with a B.A. from the University of Northern Iowa and received her J.D. from the University of Virginia School of Law.



#### **Zachary Florent, Outreach and Education Coordinator, EEOC Seattle Field Office**

Zachary Florent (he/him) is the Outreach and Education Coordinator for EEOC's Seattle Field Office (serving Alaska, Idaho, Montana, Oregon, and Washington) and is presently on a detail assignment with EEOC's Office of Communications and Legislative Affairs. Mr. Florent began his career with EEOC as an Investigator in the Chicago District Office, where he was responsible for investigating individual, class, and systemic discrimination complaints and negotiating resolutions through the agency's settlement and conciliation processes. Mr. Florent frequently speaks to employee groups, employers, community groups, and advocates about the laws enforced by EEOC and is passionate about making these complex legal topics accessible to everyone. Mr. Florent is a board member for EEOC Pride and one of the agency's leading presenters on LGBTQI+ cultural competency and employment related issues. Prior to joining EEOC, Mr. Florent served as a Peace Corps volunteer in the Philippines where he taught English at a local high school. Mr. Florent is also a co-founder of the Chicago documentary theater company, Waltzing Mechanics, where he developed and directed original new works, lead marketing efforts, and last served as Artistic Director. Mr. Florent graduated magna cum laude from Ball State University in Muncie, Indiana.

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### **Justin Mulaire, Supervisory Trial Attorney, EEOC Chicago District Office**

Justin Mulaire (he/him) is a Supervisory Trial Attorney in the Chicago District Office of the U.S. Equal Employment Opportunity Commission, where he supervises the litigation of individual and class employment discrimination cases brought by the agency in federal district court. At the EEOC, he has served as a trial attorney or supervisor in various other field offices, as an attorney advisor to the agency's General Counsel, and as a member of the General Counsel's LGBT Workgroup. Mr. Mulaire attended Princeton University and Columbia Law School.



### **Molly Powell, Administrative Judge, EEOC Seattle Field Office**

Molly Powell (she/her) is an Administrative Judge with the Seattle Field Office of the U.S. EEOC, where she hears the employment discrimination complaints of federal employees in a five-state region. Judge Powell is a graduate of the University of Washington, and the University of Virginia School of Law. Prior to holding the position of Administrative Judge, Judge Powell served the EEOC as a Senior Trial Attorney. Judge Powell served as the Treasurer for the Washington Initiative for Diversity (WID), previously served on the Board of MAMA Seattle, and is a Fellow of the Washington State Bar Association's Leadership Institute. Judge Powell currently serves as the President of the EEOC's nationwide PRIDE organization, and volunteers at QLAW's monthly legal clinics for low-income LGBTQ individuals in King County. Judge Powell has presented anti-harassment, anti-discrimination, and ADA trainings throughout the Northwest. Judge Powell balances her professional duties with her responsibility to her family and enjoys spending time with her husband and three children.

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### **Jocelyn Samuels, Vice Chair, EEOC**

Jocelyn Samuels (she/her) was designated by President Biden as Vice Chair of the EEOC on January 20, 2021. Immediately prior to joining the Commission, Vice Chair Samuels served as the Executive Director and Roberta A. Conroy Scholar of Law at the Williams Institute at the UCLA School of Law, focusing on legal and social science research on issues related to sexual and gender minorities. From August 2014 through January 2017, she was the Director of the Office for Civil Rights at the U.S. Department of Health & Human Services, where she oversaw civil rights enforcement with respect to hospitals, healthcare providers, insurers, and human services agencies. In that role, she spearheaded development of regulations implementing Section 1557 of the Affordable Care Act—the first broad-based federal law to prohibit sex discrimination in healthcare. Among other advances, those groundbreaking regulations protected LGBTQ persons from discrimination based on sex stereotyping and gender identity.

Earlier in the Obama Administration, Vice Chair Samuels served as Acting Assistant Attorney General for Civil Rights at the U.S. Department of Justice and held other positions as a political appointee within the DOJ Civil Rights Division. There, she directly supervised litigation combating discrimination in employment and education and oversaw work across a range of civil rights issues, including voting rights, systemic reform of police departments, housing discrimination, prosecution of hate crimes, and protections for individuals with disabilities.

Prior to joining the Obama Administration, Vice Chair Samuels was the Vice President for Education & Employment at the National Women's Law Center, where she led efforts to promote gender equality. Among other accomplishments there, she spearheaded the campaign that led to enactment of the Lilly Ledbetter Fair Pay Act, the first bill signed into law by President Obama. Vice Chair Samuels had previously served as Labor Counsel to Senator Edward M. Kennedy and spent ten years as a senior policy attorney in the Office of Legal Counsel at the EEOC.

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### **Nancy Sienko, District Director, EEOC San Francisco District Office**

Nancy Sienko (she/her) was appointed District Director of the EEOC's San Francisco District Office in January 2022, with a jurisdiction covering Washington, Oregon, Alaska, Idaho, Montana, Northern California, and Northern Nevada. Ms. Sienko is a 40-year veteran with the EEOC who began her career with the agency as an Investigator in the Milwaukee District Office. Ms. Sienko has served in a variety of different enforcement and management positions since then, including Denver Field Office Director, Seattle Field Office Director and Deputy District Director of the EEOC's San Francisco District Office. Throughout, Ms. Sienko has demonstrated a strong commitment to outreach, education, partnership, and enforcement. She is active in agency outreach and training activities and sits on several boards and committees. Ms. Sienko has been an integral member of the EEOC's national training team, participating in the development and delivery of enforcement training for managers, supervisors, and investigators throughout the agency. Ms. Sienko received her undergraduate degree from the University of Wisconsin and her graduate degree from Cardinal Stritch University.



### **Joyce Walker-Jones, Senior Attorney Advisor, EEOC Office of Legal Counsel**

Joyce Walker-Jones (she/her) is a Senior Attorney Advisor in the Office of Legal Counsel's Americans with Disabilities Act (ADA) and Genetic Information Nondiscrimination Act (GINA) Policy Division at the U.S. EEOC in Washington, DC. Ms. Walker-Jones is responsible for helping to draft Commission regulations and policy guidance interpreting Title I of the ADA and Title II of GINA. Ms. Walker-Jones started her career at the EEOC in 1987 as a writing attorney in the Office of Federal Operations and has served as Special Assistant to a former EEOC Commissioner and former Chair, advising them on issues related to all the EEO laws. Ms. Walker-Jones was one of the principal drafters of EEOC's notice of proposed rulemaking on the ADA and wellness programs, as well as the principal drafter of EEOC's enforcement guidance on disability-related inquiries and medical examinations of employees under the ADA. Ms. Walker-Jones also has made hundreds of presentations on the ADA to a variety of audiences, including human resources professionals, EEO counselors, and investigators in the public and private sectors, employees and members of national disability organizations, and plaintiff and defense counsel. Ms. Walker-Jones has a B.A. in History from Lawrence University and a J.D. from Chicago-Kent College of Law.

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