



EEOC

TRAINING INSTITUTE

U.S. Equal Employment Opportunity Commission
Houston District Office • New Orleans Field Office

Five Hot Topics: EEO Laws, PWFA, OWBPA, Protecting Vulnerable Workers, and Barriers in Recruitment and Hiring

September 7, 2023
9:00 am – 2:45 pm CT

AGENDA

Time	Presentation
8:30 am	Virtual Environment Opens
9:00 am	Opening Remarks Michael Kirkland, Field Director, EEOC New Orleans Field Office
9:05 am	EEO Laws Enforced by the EEOC Claudine James, Administrative Law Judge, EEOC Houston District Office This session provides a refresher and comprehensive overview of the laws enforced by the EEOC.
10:05 am	Pregnant Workers Fairness Act (PWFA) and Legal Updates Kevin Rung, Administrative Law Judge, EEOC New Orleans Field Office The Pregnant Workers Fairness Act (PWFA) was enacted on December 29, 2022, and became effective June 27, 2023. This session provides guidance on the PWFA's requirements for employers and discusses practical tips for compliance.
11:05 am	Break
11:10 am	Complying with the Older Workers Benefit Protection Act (OWBPA) Gregory T. Juge, Assistant Regional Attorney, EEOC New Orleans Field Office Elizabeth Owen, Senior Trial Attorney, EEOC New Orleans Field Office Peter Theis, Senior Trial Attorney, EEOC New Orleans Field Office This panel will discuss several topics related to settlement releases which employers ask employees to sign, typically upon discharge. The law prohibits employers from soliciting unlawful waivers from employees, such as a promise not to file an EEOC charge. Some laws enforced by the EEOC also have specific requirements for a release to be effective.
12:10 pm	Lunch Break

Marvis Hicks
(504) 635-2554
marvis.hicks@eeoc.gov

Marina Guerra
(346) 327-7674
marina.guerra@eeoc.gov



EEOC

TRAINING INSTITUTE



12:40 pm **Protecting Vulnerable Workers**

Raymond Peeler, Associate Legal Counsel, EEOC Office of Legal Counsel

The EEOC's Strategic Enforcement Plan (SEP) highlights several areas where the agency is increasing its focus on the protection of vulnerable workers in disparate pay, job segregation, harassment, human trafficking, and other discriminatory policies. The session discussed employer's compliance obligations and responsibilities.

1:40 pm **Eliminating Barriers in Recruitment and Hiring**

Dr. Leah Raby, Executive Director, Louisiana Commission on Human Rights, Office of the Governor

This session focuses on discriminatory recruitment and hiring practices against workers in protected classes. Discussion topics include exclusionary policies and practices, channeling, segregating, and steering workers into specific jobs due to their protected status. The session also examines restrictive recruitment and pre-employment processes (including online systems that are inaccessible to individuals with disabilities), and screening tools that disproportionately impact workers based on their protected status.

2:40 pm **Closing Remarks**

Rayford Irvin, District Director, EEOC Houston District Office

2:45 pm **Adjourn**

REGISTRATION FEE: \$295.00 per person

REGISTER HERE: [Houston – New Orleans Virtual Workshop](#)

CREDITS:

HRCI – *"This Program has been approved for 5.00 Webinar/Webcast/Podcast recertification credit hours toward aPHR™, aPHRi™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ recertification through HR Certification Institute® (HRCI®)."*



"The use of this official seal confirms that this Activity has met HR Certification Institute's® (HRCI®) criteria for recertification credit pre-approval."

SHRM – This program has been approved for 5 credit hours. U.S. EEOC is recognized by SHRM to offer Professional Development Credits (PDCs) for SHRM-CP® or SHRM-SCP®

CLE – seeking credit for LA (5 hours).

This workshop has been approved for Federal Counselor or Investigator Refresher credits (5 hours).

Marvis Hicks
(504) 635-2554
marvis.hicks@eoc.gov

Marina Guerra
(346) 327-7674
marina.guerra@eoc.gov