



# EEOC

## TRAINING INSTITUTE

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

# **THE LEGAL LANDSCAPE IN A POST PANDEMIC WORLD**

**June 24, 2021**

**12:00 pm – 3:10 pm CDT**

## **AGENDA**

<b>TIME</b>	<b>PRESENTATION</b>
11:45 am	<b>Virtual Environment Opens</b>
12:00 pm	<b>Opening Remarks</b> Bradley Anderson, District Director, EEOC Birmingham District Office
12:05 pm	<b>Mediation – How to Get to Common Ground</b> Jacqueline Allen, ADR Coordinator, EEOC Birmingham District Office The mediation program at the Equal Employment Opportunity Commission has been in existence since the early 1990's and it is one of the largest dispute resolution programs in the United States. Mediation is an opportunity for parties to resolve cases. Resources for companies are limited during this post-COVID economy so why use human resources to address charges of discrimination with an undetermined timeline; when instead, resources can be used to resolve discrimination allegations with a fixed time certain and end? It has been said that a mediation is successful when both parties are unhappy; but, instead, how can parties use negotiation techniques, creative offers and transparency to change the dynamic into a win/win? This session discusses mediation and how it can be beneficial for the Charging Parties <i>and</i> the Respondent, negotiation tips and tools for attorneys, and mediation techniques that work!
1:05 pm	<b>COVID-19 Update: Returning to the Workplace</b> Sharon Rennert, Senior Attorney Advisor, EEOC Office of Legal Counsel The federal equal employment opportunity laws – in particular, the Americans with Disabilities Act – impact many issues confronting employers and employees as they return to the workplace. This session will review many of these issues, including the ability of employers to implement screening protocols to prevent the spread of COVID-19; the confidentiality of medical information related to COVID-19; when employers may have to provide "reasonable accommodation" or otherwise grant employees requests for workplace changes related to COVID-19; vaccination issues; and harassment related to COVID-19.

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2:05 pm

Break

2:10 pm

### **Legal Landscape, Post-COVID Perspectives from the EEOC**

Marsha Rucker, Regional Attorney, EEOC Birmingham District Office

The post pandemic workplace will pose various challenges in operations for employers. Employers need to consider many factors as the workplace is likely changed forever and be prepared for many workplace adjustments. This session addresses issues that employers will likely be faced with including relevant statute updates, Title VII sexual, orientation and transgender status. It also provides the latest fiscal year litigation statistics, information on the Commission's strategic enforcement plan, significant district actions, hair discrimination updates, and discusses post pandemic best workplace practices.

3:10 pm

### **Closing Remarks**

Bradley Anderson, District Director, EEOC Birmingham District Office

**REGISTRATION FEE: \$150.00**

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### **CREDITS:**

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

SHRM – submitted for approval

CLE – seeking credits for AL, FL, and MS

This workshop has been approved for Federal Counselor or Investigator Refresher credits (3 hours).