



Colorado Automobile Dealers Association

Employment Discrimination and Hiring/Firing Seminar

Wednesday, September 19, 2007

“I love to sue employers!”

– Field attorney for the EEOC in Denver speaking recently to a group of defense attorneys.

Session I – Employment discrimination and the EEOC’s new initiatives (3 hours)

- New EEOC initiatives—particularly the E-RACE initiative, targeting race discrimination
 - “Unconscious bias” that results in “disparate treatment” without any overt, racial motives is sufficient
 - Recruiting based solely on word-of-mouth or from “homogeneous” sources can be problematic according to new EEOC guidelines
 - Effort includes the use of class actions and a focus on pattern or practice cases
 - Expansive definitions of the terms “race” and “color” to encompass ancestry, physical characteristics (e.g., hair, facial features, height, weight), race-linked illnesses, culture, and more
- EEOC procedures and processes for a charge of discrimination
- EEOC’s suggestions for best practices to avoid discrimination charges
- Specific case scenarios will be presented for discussion
- Review of the new standard for **retaliation claims** and best practices to avoid
 - Number of retaliation claims has doubled in the last decade
 - *A retaliation claim is independent and can be pursued, even if the underlying discrimination charge fails, or is never even filed at all; need to ensure all allegations are handled properly—even those that may seem groundless—to avoid a costly retaliation lawsuit*
 - Easy to assert, hard to defend, and often result in large verdicts (punitive damages)

Session II – Hiring and Termination Practices (1 hour)

- A general overview of hiring practices: How to make effective and defensible hiring decisions
- Learn key "areas to avoid" and successful practices
- Effective preparation for termination: Are you prepared to conduct a termination?

Session II, Sponsored by:

PINNACOL
ASSURANCE

Wells Fargo Insurance Services

A G E N D A

DATE/TIME: 9:00am to 1:30pm, **Wednesday, September 19, 2007** (*Lunch included*)

9:00am to noon: Session I – Employment discrimination / EEOC’s new initiatives

Noon to 12:30pm – LUNCH

12:30 to 1:30pm Session II – Hiring and Termination Practices

LOCATION: William D. Barrow Building, CADA Offices, 290 East Speer Blvd., Denver

FOR: Owners/Dealer Principals, General Managers, HR Managers, Controllers, Office Managers and Risk Managers; any manager involved in hiring and firing



PRESENTERS ARE WITH MOUNTAIN STATES EMPLOYERS COUNCIL (MSEC). MSEC IS AN EMPLOYERS ASSOCIATION BASED IN DENVER, ASSISTING MORE THAN 2,500 MEMBERS THROUGHOUT THE MOUNTAIN STATES REGION WITH EMPLOYMENT LAW, HUMAN RESOURCE (HR) CONSULTING, TRAINING AND SURVEY NEEDS. SEE WWW.MSEC.ORG FOR MORE INFORMATION ON MSEC.

--- SEE NEXT PAGE FOR REGISTRATION FORM ---



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REGISTRATION FORM

**Employment Discrimination and
Hiring/Firing Seminar**

Wednesday, September 19, 2007

ABOUT THE PRESENTERS:

CHAD D. ORVIS, ATTORNEY, (MSEC)

CHAD ORVIS IS A STAFF ATTORNEY IN THE EMPLOYMENT LAW SERVICES DEPARTMENT AT MSEC. HE RECEIVED HIS J.D. FROM THE UNIVERSITY OF DENVER COLLEGE OF LAW. CHAD HAS BEEN WITH MSEC FOR OVER THREE YEARS AND SPENT FOUR YEARS LITIGATING AT A DENVER LAW FIRM. CHAD WORKS WITH HUNDREDS OF ORGANIZATIONS PROVIDING COUNSEL ON A VARIETY OF PROBLEMS FACING EMPLOYERS INCLUDING RESOLUTION OF CIVIL RIGHTS CASES BEFORE STATE AND FEDERAL AGENCIES, WAGE AND HOUR DISPUTES AND STATE LAW CLAIMS, EMPLOYMENT DISCRIMINATION, AND WRONGFUL DISCHARGE ISSUES. CHAD PRESENTS AT VARIOUS CONFERENCES AND MEETINGS AND CONDUCTS CIVIL RIGHTS TRAINING.



HEATHER SHOCKEY, HR CONSULTANT (MSEC)

HEATHER IS A MEMBER OF THE HUMAN RESOURCE SERVICES DEPARTMENT AT MSEC. HEATHER WORKS AND CONSULTS WITH MEMBER ORGANIZATIONS ON MANY FACETS OF HUMAN RESOURCES INCLUDING OPERATIONS, BENEFITS, STAFFING, PERFORMANCE MANAGEMENT, AND POLICY AND PRACTICE DEVELOPMENT. SHE IS A FREQUENT TRAINER AND PRESENTER ON STAFFING, ADDRESSING WORKPLACE VIOLENCE AND PERFORMANCE MANAGEMENT. HEATHER HAS A MASTERS DEGREE IN EDUCATION AND IS CERTIFIED AS A PROFESSIONAL OF HUMAN RESOURCES THROUGH THE HR CERTIFICATION INSTITUTE. SHE IS A MEMBER OF THE NATIONAL ORGANIZATION, SOCIETY FOR HUMAN RESOURCE MANAGEMENT.

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TO REGISTER, PLEASE RETURN THIS FORM AND PAYMENT OF \$99*/1ST PERSON AND \$89/ADD'L ATTENDEE

*Includes hand-outs of presentation and lunch.

Email: RSVP@cadaonline.org

CADA, 290 East Speer Blvd, Denver, CO 80203, Fax: 303.831.9100 [Checks payable to "CADA"]

→ Register for this and other CADA events ONLINE at: www.cadaonline.org/registration

Dealership Name _____ City _____

(1) Name _____ Title _____

E-mail _____ Phone _____ Fax _____

Credit Card #. _____ EXP _____

(Visa / Mastercard / American Express accepted)

Additional registrants from the same dealership (\$89/person):

(2) Name _____ Title _____

(3) Name _____ Title _____

--- CANCELLATION POLICY ---

CANCELLATIONS MUST BE RECEIVED TWO DAYS PRIOR TO THE TRAINING SESSION

QUESTIONS: Tim Jackson, 303.282.1448
tim.jackson@cadaonline.org

Tammi McCoy, 303.282.1449
tammi.mccoy@cadaonline.org