

# Registration Now Open for North Carolina Employment Law Symposium

August 23, 2017



Ward and Smith, P.A. will host an employment law symposium on October 6 at the Hyatt Place in downtown Asheville, North Carolina. Human resources professionals are invited to join us for a half-day session to hear about the latest updates in employment law from the North Carolina Department of Labor Employment Discrimination Bureau, Board of Review of the North Carolina Department of Commerce, and the United States Equal Employment Opportunity Commission. We will conclude the symposium with a roundtable discussion and Q&A session with three of Ward and Smith's employment law attorneys. The event is

accredited for HRCI, SHRM, and CLE.

Space at the conference is limited. Please register today!

## AGENDA

**7:30 a.m. to 8:00 a.m. Registration and Breakfast**

**8:00 a.m. to 8:05 a.m. Welcome and Opening Remarks**

*Ken Gray, Ward and Smith*

**8:05 a.m. to 9:05 a.m. Insights Into the NCDOL Employment Discrimination Bureau**

*Tiffany Lathan, Former Bureau Chief,  
Employment Discrimination Bureau, N.C.  
Department of Labor*

The Employment Discrimination Bureau of the N.C. Department of Labor enforces the Retaliatory Employment Discrimination Act ("REDA"). REDA incorporates whistleblower protections related to the Workers' Compensation Act, Wage and Hour Act, Occupational Safety and Health Act, Mine Safety and Health Act, hemoglobin C and sickle cell carriers, National Guard Service Discrimination, Genetic Testing Discrimination, and Participation in Juvenile Justice System, Domestic Violence Victims, and Controlled

Paraphernalia. The Bureau's mission is, "to investigate discriminatory practices, conduct fair, impartial and timely complaint investigations, and to increase the possibilities for early resolution and settlement of REDA complaints."

**9:05 a.m. to 9:50 a.m. Unemployment Insurance Claims**

*Jeanette Doran, Chairman, Board of Review,  
N.C. Department of Commerce*

This discussion will cover unemployment insurance claims and appeals to the Board of Review. Key points will include essential documents in discharge cases, examples of misconduct, and examples of good cause.

**9:50 a.m. to 10:00 a.m. Break**

**10:00 a.m. to 11:00 a.m. Update from the EEOC**

*Thomas Colclough, Deputy Director, The  
Raleigh Area Office of the U.S. Equal  
Employment Opportunity Commission*

A brief discussion on the EEOC's new policy guidance on religious dress (garb). Tom's discussion also will address pregnancy discrimination and how it relates to the Americans with Disabilities Act. Finally, he will provide a brief on reasonable accommodation - is reassignment asking too much?

**11:00 a.m. to 12:00 p.m. Labor and Employment Law Roundtable and Q&A Session**

- *Grant Osborne, Ward and Smith*
- *Hayley Wells, Ward and Smith*