AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES, AFL-CIO

**AFGE DISTRICT 12**

*Proudly Serving California, Arizona, Hawaii, & Nevada*

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# Training Class Agenda

Course Title: **EEO** Course Length: **3 Day(s)**

Day 1

- **Defining EEO**
- **Protected Status under federal laws**
  - Title VII
  - ADA/Rehabilitation Act
  - Age Discrimination in Employment Act
  - Equal Pay Act
- **Identifying the proper forum for an EEO dispute**
  - What is the EEOC
  - -makeup of the Commission
  - -type of cases heard
  - -issued 29 CFR 1614
- **EEO Regulation 29 CFR 1614**
  - Role of the Representative
  - Role of the Agency

Day 2

- **Theories of Discrimination**
  - Disparate Treatment
  - Disparate Impact
  - Reasonable Accommodation
  - Harassment (sexual and non-sexual)
  - Retaliation
- **Burdens of Proof**
  - McDonald Douglas – Burden of Proof
  - Prima Facie Case

Day 3

- **Stages of the EEO Process**
  - Complaint
  - Investigation
  - Hearing
  - Final Decisions and Appeals
- **Remedy and Damages**
  - Nonmonetary and monetary