

FUNDAMENTALS OF EMPLOYMENT DISCRIMINATION LAW

*A Comprehensive Update of the Changing Laws, Rulings,
Procedural Issues and Evidentiary Challenges*

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ONE-DAY SEMINAR

Cleveland, Ohio
September 24, 2008

FACULTY

Lisa M. Barrett
Norchi, Barrett & Forbes LLC

James D. Kurek
Millisor & Nobil

Evelyn P. Schonberg
*Ross, Brittain &
Schonberg Co., L.P.A.*

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IMPORTANT SEMINAR DETAILS

TIME

Registration 8:30 am - 9:00 am Program 9:00 am - 4:30 pm

Complimentary snacks and refreshments are provided. Lunch is on your own.

TUITION

\$319 for the first registrant

\$309 for each additional registrant

\$299 for new professionals - save \$20!*

*A new professional is anyone with three or less years of professional work experience.

REGISTERING

Mail registration form on back of this brochure

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Online www.nbi-sems.com

Fax 715-835-1405

DIRECTIONS & PARKING

To obtain directions and parking information, please contact the facility listed above.

FREE REFERENCE MANUAL

Fundamentals of Employment Discrimination Law - Receive a comprehensive course manual, included with your tuition, which you can take back to your office and use as a reference.

AUDIO RECORDINGS

This seminar will be recorded in its entirety. If you can't attend, you can still obtain the benefits of the information provided by purchasing the manual and CD. See the registration form to order.

CANCELLATION

Has your schedule changed? Visit us on the web or call one of our Customer Service Representatives to learn more about your cancellation options.

THE NBI GUARANTEE

If you aren't satisfied with a seminar or training resource, call or write us and we'll make it right.

CLEVELAND (Hotel located in Independence) — **September 24**

Doubletree Hotel

6200 Quarry Lane, Independence OH 44131

Phone 216-447-1300

KEY SEMINAR BENEFITS

Stay Informed on Recent Developments in Employment Discrimination Law

- Clearly identify employment discrimination cases by staying up-to-date on recent rulings and federal, state and local discrimination laws.
- Learn what actions constitute discrimination, so you can detect and stop it before legal action is taken.
- Avoid add-on litigation after an initial discrimination claim or whistle blowing claim is filed, by knowing what constitutes workplace retaliation.
- Discover whether your clients meet the requirements to be held accountable under the Age Discrimination in Employment Act and what constitutes a "protected class."
- Protect your clients by understanding the nuances of the "reasonable accommodation" clause.
- Avoid costly lawsuits by knowing what practices are considered discriminatory to troops returning to the workplace.
- Learn how to comply with both federal and state laws, knowing their potential conflicts and how they interact in the workplace.
- Find out how to dispute the claim that your client is a "state actor" under Section 1983.
- Identify the acceptable remedies for disability discrimination, so you can properly advise your client on action steps to take.
- Get just compensation for your clients by recognizing all the parties – even individuals – the law holds liable for sexual harassment.
- Study what evidence is necessary for proving sex discrimination and the challenges of proving it.
- Be certain that you're in full compliance with regulatory requirements by knowing the latest changes to the EEO-1 form and other procedural changes.
- Prevent costly fines and lawsuits by knowing what notices the law requires employers to post.

SEMINAR **OUTLINE**

Explore Each Type of Workplace Discrimination With a Focus on:

- *What Constitutes Discrimination?*
- *Current Laws and Legislative Update*
- *Statute of Limitations*
- *Case Law Update and Points of Contention*
- *Jurisdiction and Procedural Issues*

SEX DISCRIMINATION

9:00 - 9:55, Evelyn P. Schonberg

HARASSMENT AT WORK

9:55 - 10:50, Evelyn P. Schonberg

MILITARY DUTY DISCRIMINATION

11:05 - 12:00, Lisa M. Barrett

--- Lunch ---

AGE DISCRIMINATION

1:00 - 1:55, James D. Kurek

DISABILITY DISCRIMINATION

1:55 - 2:50, James D. Kurek

RETALIATION

3:05 - 4:00, Lisa M. Barrett

LIABILITY AND EVIDENTIARY ISSUES

4:00 - 4:30, Lisa M. Barrett

*If needed, the above agenda may be changed to best accommodate all of our attendees.

WHO SHOULD ATTEND

This **basic-to-intermediate level program** provides a comprehensive overview of employment discrimination for:

- Attorneys
- In-House Counsel
- Paralegals
- Employers
- Human Resource Managers



Fundamentals of Employment Discrimination Law

September 24 — Cleveland

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THE AMERICANS WITH DISABILITIES ACT: AN IN-DEPTH LOOK AT ISSUES AND DEVELOPMENTS

© March 2008 - 114 Pages (FP42169)

Since the passage of the Americans with Disabilities Act, employer procedures and enforcement have become more defined. As a result, employers are held to tougher standards and need to be acutely aware of ADA issues in order to avoid strict penalties. How confident are you of your ability to handle these cases? Ensure that you are prepared for the next case you take on. Order this manual today!

By: Rebecca J. Bennett, David A. Campbell, Louis J. Licata, Gregory V. Mersol and Evelyn P. Schonberg.

ADVANCED ISSUES IN EMPLOYMENT LAW

© October 2007 - 122 Pages (FP39492)

From the convenience of your desk, you can get current on the latest information regarding employee privacy in the workplace. Find out what is happening on the affirmative action front. Learn savvy ways of dealing with difficult wage and hour issues. Come away with practical tips for handling employment discrimination claims. Formulate a game plan for managing reductions-in-force and learn advanced strategies for arbitrating employment claims. These reference materials belong in every successful professional's library - order yours today!

By: Lisa M. Barrett, Elizabeth A. Crosby, Dianne Foley and D. James Petroff.

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OUR DISTINGUISHED FACULTY

LISA M. BARRETT is a partner in the law firm of Norchi, Barrett & Forbes LLC, where she maintains a litigation practice that includes employment and labor law, higher education litigation, professional liability, medical malpractice and health care litigation. She has spoken before numerous health and legal professionals, as well as universities and colleges on various legal topics relating to her areas of practice.

Ms. Barrett also has appeared as a guest lecturer at Case Western Reserve University and Cleveland-Marshall School of Law. She is a member of the Cleveland (Labor and Employment Law Section), Ohio State, Federal and the American (Labor and Employment Law Section, Tort Trial and Insurance Practice Section) bar associations, as well as the National Association of College and University Attorneys. She earned her B.A. degree, with honors, from Alma College and her J.D. degree from Case Western Reserve University School of Law.

JAMES D. KUREK, a partner with Millisor & Nobil, represents employers in all aspects of labor and employment law. During more than 25 years of practice, Mr. Kurek has represented employers ranging from Fortune 500 companies to small closely-held companies in a variety of employment litigation, including nationwide class actions, individual discrimination, wrongful discharge claims and a variety of labor matters, including union organizing, collective bargaining and grievance arbitrations. He received his undergraduate degree from the University of Toledo and J.D. degree from the

University of Michigan Law School. Mr. Kurek has been certified as a Labor and Employment Law Specialist by the Ohio State Bar Association, since that certification was first awarded in 2002, and he has been listed in the *Best Lawyers in America* and *Ohio Super Lawyers* for a number of years. He is a member of the Akron, Ohio State and American bar associations.

EVELYN P. SCHONBERG is a founding member and partner in the Cleveland law firm of Ross, Brittain & Schonberg Co., L.P.A., where she focuses her practice on the representation of management in employment relations matters. She is certified by the Ohio State Bar Association as a specialist in labor and employment law and has been repeatedly named an "Ohio Super Lawyer" since 2006. In addition to litigating claims of wrongful discharge, discrimination and other employment related actions, she also assists clients in matters such as creating employee manuals, drafting employment agreements, developing affirmative action plans and substance abuse policies and advising on day-to-day employment relations. Ms. Schonberg previously served as law clerk to the U.S. Magistrates, U.S. District Court, Northern District of Ohio. She is a frequent speaker for various professional groups on her areas of practice. Ms. Schonberg earned her B.S. degree from American University and her J.D. degree from Cleveland-Marshall College of Law, Cleveland State University. She is a member of the Cleveland (member, Labor Law Section), the Ohio State (member, Labor Law Section) and the Federal (member, Labor Law Section) bar associations.

CREDIT INFORMATION

The specific continuing education credit(s) listed are for attending the live seminar. The credits may or may not apply for the audio version of this seminar. Please check with your credit board for details. For additional questions regarding continuing education credits, please contact us at 866-240-1890.

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NBI, Inc. has been approved as an Authorized Provider by the International Association for Continuing Education and Training (IACET), 8405 Greensboro Drive, Suite 800, McLean, VA 22102. NBI, Inc. DBA National Business Institute has awarded 0.6 CEUs to participants who successfully complete this program. (Provider #4558)

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FUNDAMENTALS OF EMPLOYMENT DISCRIMINATION LAW

September 24

Cleveland, OH

Seminar Number: 46060

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REGISTRATION FORM

Does this confirm a phone or fax registration? Yes No

ATTENDEE INFORMATION

Please photocopy this form for multiple registrants.

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