

**2013 U.S. EEOC Miami
Technical Assistance Program Seminar
& Commemoration of the Signing of the Equal Pay Act
June 10, 2013**

Course Descriptions

**** *EEOC Legal and Enforcement Updates.*** EEOC Miami District Regional Attorney Robert Weisberg and Enforcement Manager Nitza Santos Wright will present on the laws of compensation discrimination and applicable enforcement perspectives. This session, which includes an introduction and review of the elements of the Equal Pay Act, will further explore various legal decisions that have influenced the application of the law. Additionally, insight will be given regarding both EEOC's investigation of charges of discrimination which allege pay inequities, and where equal pay violations are being manifested.

**** *The Anatomy of Compensation Discrimination – A Panel Discussion.*** This session, which includes EEOC Miami District Director Malcolm Medley, and is moderated by EEOC Tampa Director Georgia Marchbanks, is designed to supplement the preceding legal and enforcement update presentation, by offering insights into the policies, practices, and socio-economic factors associated with compensation discrimination. Panelists will discuss emerging and/or practical issues topics, such as the relationship between pregnancy leave and pay inequality; how the slower pace of promotions, lower levels of responsibility, and fewer opportunities for client/customer contact may affect the immediate and lifetime earnings of women; and why women who enter male dominated fields may have fewer opportunities for promotions and advancement.

**** *Gender Segregation in America's Workplace,*** discussed by former EEOC Miami and Los Angeles Supervisory Trial Attorney Michael Farrell, and Florida International University scholar Dr. Mohamad Alkadry, will recognize and address unlawful hiring and pay practices based on sex stereotypes, traditional notions of gender roles in the workplace, and gender-based customer preferences—barriers that not only deny employment opportunities to qualified women and men, but also contribute to the ongoing pay disparity. This workshop also discusses the dilemma many employers face when the laws prohibiting gender discrimination directly conflict with gender-based customer preferences for services such as home health care nursing, massage therapy, child care, security protection and heavy manual labor, and provides practical insight into recognizing and addressing these issues.

**** *What You Need to Know: Best Practices, Enforcement Guidance and Renewed Commitment to Achieving Equal Pay.*** EEOC Miami District Deputy Director Ozzie Black will join other experts from two divisions of the Dept of Labor and the Miami-Dade County Commission on Human Rights to give you need-to-know information on current agency enforcement guidance; recent changes to guidance intended to strengthen investigation, enforcement and remedy of pay violations; and the collaborative efforts between federal partner agencies to eradicate wage discrimination. Practical suggestions for identifying, correcting, and monitoring against possible pay inequities will be considered and discussed throughout this session.