

## Developments at the EEOC: Times They Are A Changin'

a presentation of the quarterly Breakfast with Bradley Series

### Breakfast with Bradley



**Wednesday, December 2, 2009**  
**Bradley Arant Boulton Cummings LLP**  
**7:30 - 10:15 a.m. (CST)**

Birmingham, Alabama      Montgomery, Alabama

Huntsville, Alabama      Nashville, Tennessee

Jackson, Mississippi

Separate portions of the seminar will be presented live in Birmingham and Nashville and videoconferenced throughout our various office locations.

### Why is the EEOC filing so many lawsuits and how can my company avoid one?

The EEOC is hiring new investigators, attorneys, and mediators which means they can look more closely at charges. There seem to be more charges filed, more cause findings against employers, and more lawsuits filed by the EEOC. What can you do to protect your company?

#### The issues include:

- Can I settle a charge without admitting liability?
- What if the charge doesn't offer mediation?
- Just how bad is a cause determination against me and what exactly is conciliation?
- What kinds of lawsuits is the EEOC filing?
- What are the traps I need to avoid in handling a charge?

#### Seminar Agenda

7:30 - 8:00 a.m.	Registration and Networking Breakfast
8:00 - 8:50 a.m.	The Changes at the EEOC and their Impact on You
8:50 - 9:10 a.m.	Break
9:10 - 10:00 a.m.	The EEOC Process: Charge Processing, Conciliation, and Litigation Enforcement
10:00 - 10:15 a.m.	Q & A



This course has been approved by the Human Resource Certification Institute (HRCI) for 1.75 hours of Continuing Education Credit. Attendance at the entire seminar is required in order to receive full credit.

Topics will be presented by F. Keith Covington in Birmingham and Martha L. Boyd in Nashville.

If you have any questions or to RSVP, please contact [rsvp@babbc.com](mailto:rsvp@babbc.com).

The registration deadline is **November 25, 2009**.