

Spotlight on Discrimination: Sexual Harassment in the Workplace



February 24, 2012
8:45 am – 12:15 pm

Approved 3 CEUs

Administrators, Nurses,
Social Workers,
Human Resource
Educators

Andrea Dobrin

is the Vice President of CHAMPS Unemployment Compensation and Pension Services. Andy Dobrin works to expand the diversity and enhance the value of services offered, ensure client satisfaction, and grow each business line within Northeast Ohio's healthcare community.

For CHAMPS to achieve these positive results, Andy believes her main responsibility is supporting her team of experts so they can continue to provide the valued and personalized services clients rely on. Andy's genuine, lively, and devoted spirit empowers her team at CHAMPS to go above and beyond client expectations.

Andy previously served as the Chief Administrative Services Officer of Community Care Network, where she oversaw the human resources, quality improvement, and risk management departments. She was also responsible for overseeing Community Care Network's innovative non-profit pharmacy and led her agency's administrative consulting and outsourcing projects.

Andy's skill areas include business development and implementation; organizational assessments; staff/organizational bridge building; strategic planning and consultation; labor relations and negotiations; compensation design and analysis; human resources analysis and outsourcing.

The Institute for Healthcare Education
Menorah Park Center for Senior Living
Bet Moshav Zekenim Hadati
27100 Cedar Road – Beachwood, OH 44122
Questions? Phone (216) 360-8216 or Fax 216-378-4007

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Agenda

8:30 – 8:45 Registration

8:45 – 9:45 - A History Lesson

- ❖ The Law
 - Federal Equal Employment Opportunity Laws
 - Ohio Laws
 - Civil Rights Act of 1964 (Title VII)
- ❖ Definitions
 - Civil Rights
 - Discrimination
 - Age Discrimination
 - Retaliation
 - Harassment

9:45 – 10:45 - Sexual Harassment - A Legal Review

- ❖ Sexual Harassment
 - Quid Pro Quo
 - Hostile Work Environment
 - Non-Traditional Sexual Harassment
 - Same-Sex Sexual Harassment
 - Non-Employee Sexual Harassment
 - Examples
- ❖ Responsibility
 - Your Responsibility as an Employee
 - Your Responsibility as a Supervisor
 - Investigations
 - Final Steps
- ❖ What the Courts Say
 - General Guidelines
 - The Totality of the Circumstances

10:45 – 11:00 Break

11:00 – 12:00 - Putting Knowledge to the Test

- ❖ Policies
- ❖ Analyzing a Real Case

Course Objectives:

Despite its presence in our legal lexicon for the last 35 years, sexual harassment continues to dominate our news (Herman Cain, Rep. Anthony Weiner, French diplomat Dominique Strauss-Kahn). This training is designed to provide:

- ❖ The historical background of discrimination, including sexual harassment's entry through the "back door" of our legislature
- ❖ A review of Ohio law including recent dramatic changes
- ❖ An exploration of the recent court cases that have crossed the previously drawn boundaries of sexual harassment into non-traditional applications of the law
- ❖ A basic review of responsibilities both as employees and supervisory personnel;
- ❖ A free policy to customize for each participant and finally
- ❖ An opportunity to dissect a real life situation to determine...was it or was it not sexual harassment?

Registration

February 24, 2012

Name

Organization

Address

City

Zip

Telephone

Email

Program Fee: \$95

Please mail registration form with accompanying payment to:

The Institute for Healthcare Education at Menorah Park

27100 Cedar Road - Beachwood, Ohio 44122
Phone: 216-360-8216 / Fax: 216-378-4007
aschanzel@menorahpark.org

To register online or for additional seminar information.

Visit our website: www.menorahpark.org

Method of Payment:

{ } Check { } Visa { } Master Card

Card Number

Name on Card

Expiration Date

NOTE: Registration deadline is 3 business days prior to the program. Payment must be made in full prior to attending course. There will be a \$25 processing fee for all cancellations. No refunds will be given after registration deadline. Substitution of participants is permitted. Also, please note that The Institute for Healthcare Education is located within Menorah Park Center for Senior Living. Menorah Park is a kosher, Jewish facility. Your cooperation is requested in the observance of dietary laws, which require that no food or beverage be brought into the building. Thank you.