

EEO CONNECTION

Statewide EEO Coordinator's Message

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The Office of the Statewide EEO Coordinator wishes you a happy and prosperous New Year. As we continue on our journey to ensure a fair, equitable and safe workplace for all of our employees, it is important for us to remember that not every outcome will be perfect, but we should always aim to just do and be better - a better communicator, listener, problem solver, etc.

The OSEEEOC is always here for you. In this New Year, we have lined up some new and exciting opportunities to assist you in developing your agency's EEO program. For starters, mark your calendar for the EEO professionals group meeting on February 13, 2020. See page 14 for more details.

In this issue, we have featured Maryland Department of Labor EEO Director, Yvette Dickens. Get to know a little more about Yvette on page 4. On page 5, learn why United Airlines has to pay a Flight Attendant \$321,000 for internet harassment and on page 7 read about Uber's settlement with EEOC after it found reasonable cause that Uber permitted a culture of sexual harassment and retaliation.

The State's EEO Symposium 2020 is scheduled for May 14, 2020, featuring Natalie Gillard and her FACTUALITY game. Read more about it on page 8. The EEOC has published its 2019 annual Agency Financial Report. Read the highlights. (Page 9) Want to know how diversity makes teams more innovative? There is a TED Talk that can teach you how. See page 13 for the details. There is so much more included in this newsletter. Turn the page and continue to read...

Glynis Watford
Statewide EEO Coordinator

Office of the Statewide EEO Coordinator Mission

- Administer and enforce state and federal equal employment opportunity laws and policies.
- Promote a work environment free of any unlawful discrimination, harassment, and retaliation.
- Assist in building a well-diversified workforce for Maryland State Government employees and applicants.



Ask the OSEEOC Team

1. QUESTION

Can a person file a discrimination complaint with the OSEEOC?

OSEEOC ANSWER:

Generally-No. In accordance with COMAR (17.04.08) and SPP §5-211, written complaints of discrimination are filed with the head of the principal unit (or EEO Officer/designee) because the OSEEOC team is responsible for conducting appeals to the internal EEO determination. However, exigent circumstances may require the OSEEOC to be involved with the investigation of a case.

2. QUESTION

Are employers required to approve religious accommodation requests?

OSEEOC ANSWER:

Yes, but only to the extent that requests are reasonable and does not impose an undue hardship. If an employer claims undue hardship, the employer must show that the accommodation can cause workplace disruption; substantial financial hardship; or affect employee safety.

3. QUESTION

Are employees protected against retaliation when they complain about conduct that affects others but does not affect themselves?

OSEEOC ANSWER:

Yes. It is unlawful to take an action against employees because they have complained about discrimination that affects other people. It does not matter whether the person is a witness regarding an EEO complaint brought by others, or whether the person is complaining of conduct that directly affects himself.

4. QUESTION

May an employer require an employee to go to a health care professional of the employer's (rather than the employee's) choice when the employee request a reasonable accommodation?

OSEEOC ANSWER:

The ADA does not prevent an employer from requiring an employee to go to an appropriate healthcare professional of the employer's choice if the employee provide insufficient documentation from his/her treating physician to substantiate that he/she has a ADA disability and needs a reasonable accommodation. It is recommended by the EEOC that the employer provide the employee an opportunity to obtain sufficient documentation from their treating physician in a timely manner or the employer should contact the employee's treating physician.

OSEEOC FEATURE



Photo: Yvette Dickens Director, Maryland Department of Labor Office of Fair Practices

“The best way to find yourself is to lose yourself in the service of others” – Mahatma Gandhi

Yvette Dickens, has worked in Equal Opportunity for over 30 years. She currently serves as the Director of the Office of Fair Practices for the Maryland Department of Labor. The Office of Fair Practices administers Labor’s comprehensive Equal Opportunity Program. Yvette focuses on ensuring nondiscrimination and equal opportunity within all programs and activities conducted by or through the Maryland Department of Labor as well as ensuring equitable access to departmental employment, services, contracting and other opportunities. Yvette, born and raised in Baltimore, Maryland, is a proud graduate of Stevenson University (formerly Villa Julie College) receiving her A.A. degree in Business and B.S degree from Coppin State University in Management Science. When she is not working, Yvette enjoys spending time with family and giving back to her community by providing food and clothing to the homeless on the streets of Baltimore.

NOTEWORTHY RULINGS

UNITED AIRLINES TO PAY \$321,000 AND FIGHT INTERNET HARASSMENT TO SETTLE EEOC DISCRIMINATION SUIT

SAN ANTONIO, Texas – United Airlines, Inc., a Chicago-headquartered international airline operating in over 300 airports across five continents, has agreed to pay \$321,000, plus attorney’s fees, to settle a sexual harassment lawsuit brought by the U.S. Equal Employment Opportunity Commission, the federal agency announced.

The EEOC’s lawsuit alleged that, over the course of many years, a United captain frequently posted explicit images of a flight attendant to multiple websites, without her consent, making reference to her name, home airport, and the airline’s tagline “Fly the Friendly Skies.” The EEOC’s suit asserted that the images were seen by co-workers of the flight attendant, as well as untold numbers of potential passengers, causing her humiliation and embarrassment and adversely affecting her work environment.

The EEOC maintained that United failed to prevent and correct the pilot’s behavior, even after the flight attendant made numerous complaints and provided substantial evidence to the airline of the pilot’s conduct. The EEOC asserted that the pilot was allowed to retire with benefits despite initiation of a criminal prosecution by the U.S. attorney’s office under federal internet stalking laws.

Such alleged inaction when an employer is aware of sexual harassment violates Title VII of the Civil Rights Act of 1964, which prohibits employment discrimination based on sex, including harassment that creates a hostile environment. The EEOC filed suit in U.S. District Court for the Western District of Texas, San Antonio Division (EEOC v. United Airlines, Inc., Civil Action No. 5:18-cv-817) after first attempting to reach a voluntary settlement through its conciliation process.

“Employers are best served when they fulfill their obligation to be diligent in preventing and correcting sexual harassment, whether the offensive conduct takes place in the workplace or involves misconduct by an employee on the internet that affects the work environment,” said Philip Moss, a trial attorney in the EEOC’s San Antonio Field Office. “This resolution can serve to send a message to employers that they should have robust anti-harassment policies that are vigorously self-enforced.”

The consent decree resolving this case, approved by U.S. District Judge Xavier Rodriguez, requires the company to pay monetary damages of \$321,000, plus attorney’s fees for the flight attendant and to provide notice to company employees of their protections under Title VII. The decree further requires the airline to revise its sexual harassment policies explicitly to include harassing conduct perpetrated through the internet or social media and affecting the work environment — whether on or off duty.

Read Full Article at <https://www.eeoc.gov/eeoc/newsroom/release/12-20-19.cfm>



NOTEWORTHY RULINGS

Jackson National Life Insurance to Pay \$20.5 Million to Settle EEOC Lawsuit

Jackson Tolerated Harassment, Discriminated Against Female and African American Employees in Promotions and Pay, and Retaliated Against Employees Who Complained, Federal Agency Charged

DENVER, Colo. - Jackson National Life Insurance Company, Jackson National Life Distributors, LLC, and Jackson National Life Insurance Company of New York (collectively, "Jackson") will pay \$20,500,000 to 21 complainants and furnish other relief to settle the EEOC's claims in a race, national origin, and sex discrimination and retaliation lawsuit brought by the U.S. Equal Employment Opportunity Commission (EEOC), the federal agency announced.

The EEOC's lawsuit, filed in September 2016, charged that Jackson tolerated a work environment hostile to female and African American employees in Jackson's Denver and Nashville offices. EEOC alleged that African-American employees were referred to as "lazy," had stress balls thrown at them, and were subjected to racially demeaning cartoons. EEOC further alleged a high-level manager referred to multiple African American female employees as "resident street walkers" and that female employees endured sexual comments and leering from male coworkers. EEOC alleged that at least one high-level manager kissed subordinate females on their lips, and much of the hostile work environment involved conduct by high-level managers and executives.

EEOC's suit also alleged that Jackson discriminated against African American and female employees in the terms and conditions of employment, such as paying them inferior compensation and regularly passing them over for promotion, and selecting less-qualified, white male employees over the complainants. Finally, EEOC charged that Jackson retaliated against employees who filed charges of discrimination with the EEOC or otherwise opposed discrimination. In particular, Jackson fired a white vice president who refused to give a negative evaluation and a disciplinary warning to two African American female employees who had complained. All this alleged conduct violates Title VII of the Civil Rights Act of 1964, which prohibits race, sex, and national origin discrimination and retaliation. The EEOC filed its lawsuit, *EEOC et al. v. Jackson National Life Insurance Company et al.*, Civil Action No. 16-cv-02472-PAB-SKC, in United States District Court for the District of Colorado after first attempting to reach a settlement through its pre-litigation conciliation process.

The four-year consent decree, which provides \$20,500,000 in damages, attorneys fees, and costs to 21 former Jackson employees, is the largest monetary settlement ever reached by the EEOC's Phoenix District and Denver Field Offices. In addition to the monetary relief, the consent decree enjoins Jackson from engaging in future violations of Title VII, including creating or tolerating a hostile work environment based on race, color, sex, and/or national origin, and discrimination in promotion, compensation, and other terms and conditions of employment. The consent decree requires Jackson to designate an Internal Compliance Monitor and to retain an outside consultant to review its EEO policies, promotional and compensation practices and data, and future complaints of discrimination, harassment, and retaliation.

Read Full Article at: <https://www.eeoc.gov/eeoc/newsroom/release/1-9-20.cfm>

NOTEWORTHY RULINGS

Uber to Pay \$4.4 Million to Resolve EEOC Sexual Harassment and Retaliation Charge

Agency Commends Employer for Working Cooperatively With the EEOC on Harassment Prevention and Accountability

SAN FRANCISCO - Uber Technologies, Inc. has entered into a nationwide agreement to strengthen its business culture against sexual harassment and retaliation, the U.S. Equal Employment Opportunity Commission (EEOC) announced.

This settlement resolves a 2017 EEOC Commissioner's Charge of sex discrimination, ending an extensive investigation in which the EEOC found reasonable cause to believe that Uber permitted a culture of sexual harassment and retaliation against individuals who complained about such harassment, in violation Title VII of the Civil Rights Act of 1964. The pre-litigation agreement was voluntarily entered into by Uber and obtained through the EEOC's conciliation process.

Uber will establish a class fund of \$4.4 million to compensate anyone who the EEOC determines experienced sexual harassment and/or related retaliation after January 1, 2014. In addition, the company has agreed to create a system for identifying employees who have been the subject of more than one harassment complaint and for identifying managers who fail to respond to concerns of sexual harassment in a timely manner. It will also update its policies with input from a third-party consultant and continue conducting climate surveys and exit interviews with specific attention to workplace sexual harassment and retaliation. Uber has agreed to be monitored for 3 years by an outside party, former EEOC Commissioner Fred Alvarez.

"This resolution demonstrates the benefits of working cooperatively with EEOC and serves as a model for businesses committed to truly leveling the playing field where opportunity is not circumscribed by one's gender," said EEOC Chair Janet Dhillon. EEOC Commissioner Victoria Lipnic, co-chair of the EEOC's **Select Task Force on the Study of Harassment in the Workplace** who also initiated the Commissioner's charge after wide spread publicity in 2017 concerning the treatment of female employees at Uber, said, "This agreement holds Uber accountable, and, going forward, positions the company to innovate and transform the tech industry by modeling effective measures against sexual harassment and retaliation.

EEOC San Francisco District Director William Tamayo added, "In particular, employers should take note of Uber's commitment to holding management accountable and identifying repeat offenders so that high performing, superstar harassers are not allowed to continue their behavior. The tech industry, among others, has often ignored allegations of sexual harassment when an accused harasser is seen as more valuable to the company than the accuser."

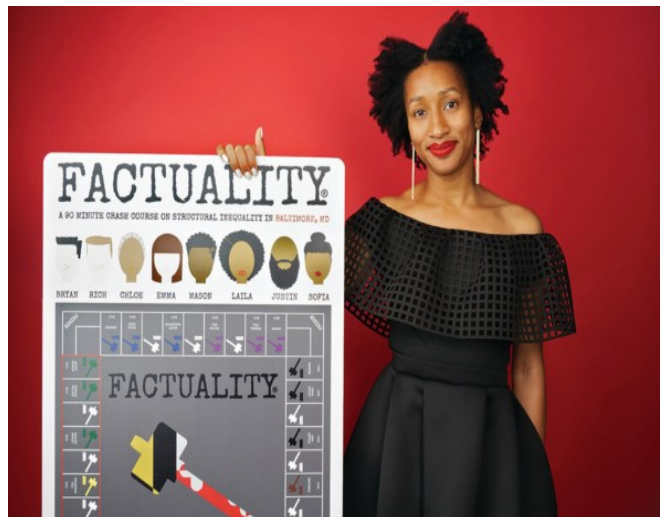
Retrieved from: <https://www.eeoc.gov/eeoc/newsroom/release/12-18-19.cfm>

Uber

EEO SPOTLIGHT

EEO Symposium 2020 to Present:

Natalie Gillard
Creator of the FACTUALITY game
A board game that explores structural inequalities



Save the date: May 14, 2020

Natalie is the creator of FACTUALITY, a facilitated dialogue, crash course, and board game, all in one that explores structural inequality based on national statistics. FACTUALITY has supported the diversity, equity, and inclusion initiatives of Fortune 500 Company Lockheed Martin, Bloomberg Industry Group, Maryland Commission on Civil Rights, Princeton, UCLA, The University of Arizona, and many more organizations. Factuality has reached over 14,000 participants and was recently featured in Baltimore Magazine's Best of Baltimore issue.

Background: Natalie Gillard found that support for individuals from diverse backgrounds was rather limited. This ignited her desire to pursue a self-designed graduate study in Race and Ethnic Relations, as well as diverse professional opportunities. Natalie has held various inclusion roles over her 12 year career, including Assistant Vice President for Multicultural Experience at Stevenson University.

Retrieved from: <https://www.factualitythegame.com/the-facts>

EEO SPOTLIGHT

EEOC Issues Fiscal Year 2019 Agency Financial Report

Reduced Inventory and Expanded Stakeholder Services Headline Accomplishments

WASHINGTON -- The U.S. Equal Employment Opportunity Commission (EEOC) continued to make significant progress in managing pending inventories of charges, hearings and appeals during fiscal year 2019, which ended Sept. 30, the agency reported in its annual [Agency Financial Report](#) published on Nov. 19.

With a focus on agency-wide inventory reduction strategies, building on technological enhancements and new digital systems, and the hiring of front-line staff, the EEOC reduced the federal sector appellate inventory by 17.4 percent, the private sector charge workload by 12.1 percent, and the pending inventory of federal sector hearings by 5 percent.

"We owe it to employees, as well as everyone else involved, to swiftly address their concerns," said EEOC Chair Janet Dhillon. "The opportunity to quickly stop and remedy a discriminatory practice can be lost to delay. It is critical that federal and private sector complaints and charges are handled promptly and fairly."

Other fiscal year 2019 highlights include:

The EEOC secured more than \$486 million for victims of discrimination in the workplace. This includes \$346.6 million in monetary relief for employees and applicants in the private sector and state and local government workplaces through mediation, conciliation and other administrative enforcement, and \$39.1 million in monetary relief through litigation. The EEOC also secured \$100.6 million in monetary relief for federal employees and job applicants.

In fiscal year 2019, the EEOC resolved 173 merits lawsuits, and achieved favorable results in approximately 95 percent of all district court resolutions. This is an increase of 32 resolutions over fiscal year 2018. The EEOC filed 144 lawsuits, including 100 suits on behalf of individuals, 27 non-systemic suits with multiple victims, and 17 systemic suits involving multiple victims or discriminatory policies.

More than 295,600 people participated in 3,800 EEOC educational, training and outreach events during fiscal year 2019. This included more than 350 federal sector outreach, education, and training events, which provided more than 14,000 federal sector employees and EEO professionals with information about employment discrimination and their rights and responsibilities in the workplace.

On the technology front, the agency further enhanced its online capabilities for the public and made internal operational improvements. The online digital charge system has increased the public's access to the EEOC, with more than an 11 percent increase in the number of inquiries submitted to the Commission over last year's level. In fiscal year 2019, the EEOC Public Portal was expanded to provide online services to federal sector constituents, bringing EEOC's federal sector online services to par with its private sector services.

Retrieved From: <https://www.eeoc.gov/eeoc/newsroom/release/11-20-19a.cfm>

EEO SPOTLIGHT

Baltimore Museum of Art will buy works by women only.

Step into one of the nation's top art museums, and most of the works you'll see were made by men.

The Baltimore Museum of Art has decided to make a bold step to correct that imbalance: [in 2020], the museum will purchase only works made by female-identifying artists.

"This is how you raise awareness and shift the identity of an institution," museum director Christopher Bedford told *The Baltimore Sun*. "You don't just purchase one painting by a female artist of color and hang it on the wall next to a painting by Mark Rothko. To rectify centuries of imbalance, you have to do something radical."

The policy will apply only to works purchased by the museum, not gifts. The number of works purchased by the museum each year varies, and works are bought on a rolling basis.

The move is part of a larger initiative launched in October called 2020 Vision, a series of 22 exhibits at the museum celebrating female-identifying artists. The initiative includes 13 solo exhibitions and seven thematic shows, with more being planned. [In 2020] marks a century since women were guaranteed the right to vote in the United States, with the ratification of the 19th Amendment.

The Baltimore Museum of Art has 95,000 works, including the world's largest collection of works by Henri Matisse. Its collections include 3,800 works by women artists and designers – just 4% of its holdings.

A portrait by Sarah Miriam Peale was given to the museum in 1916, two years after the museum's founding, becoming the first work in its collection by a female artist. Over the last several decades, the museum has added many major works by women, and its collection includes works by Mary Cassatt, Cindy Sherman and Amy Sherald, known for her portrait of Michelle Obama.

A 2019 study of 18 major U.S. art museums found that 87% of artists in their collections are men, and 85% of the artists are white. Another study earlier this year found that up to 10% of art galleries don't have a single woman among the artists they represent.

The BMA isn't alone in working to correct this longstanding gender imbalance. The National Museum of Women in the Arts in Washington has 5,500 objects in its collections and presents 10 exhibits featuring female artists each year.

BMA chief curator Asma Naeem told *The Washington Post* that the 2020 program is an effort at "re-correcting the canon." "The challenges are systemic and widespread, because many of the works in local donors, local patrons' collections are traditionally made by male artists," she said. "There are these various subtle but consistent, pervasive markers of what is considered creative achievement, and we are trying to reset all of those markers."



Retrieved from :

<https://www.npr.org/2019/11/19/780935457/baltimore-museum-of-art-will-only-buy-works-by-women-next->

ADA CORNER

Goodwill Industries to Pay \$65,000 to Settle Disability Discrimination Lawsuit

Nonprofit Refused to Provide Accommodations for Janitor with Cognitive Disability, Federal Agency Charged

NEW YORK - Goodwill Industries of Greater New York and Northern New Jersey, Inc., which provides job opportunities to people with disabilities, will pay \$65,000 and furnish other relief to settle a disability discrimination lawsuit brought by the U.S. Equal Employment Opportunity Commission (EEOC), the agency announced.

According to the EEOC's lawsuit, the employee, who worked in a janitorial program that primarily employed individuals with disabilities, encountered problems on the job as a result of his cognitive disability and needed additional training or job coaching to properly understand the rules he was required to follow. Instead, he was given written warnings, which the employee was unable to read or understand, and received no additional training or coaching. As a result, the employee continued to experience the same difficulties and was ultimately fired, the agency charged.

This alleged conduct violates the Americans with Disabilities Act (ADA). According to the ADA, when an employer is aware that an employee with a disability needs an accommodation in order to perform the essential functions of his job, it must provide one unless doing so would be an undue hardship. Accommodations may include job coaching, additional training, modifications to the employer's operating procedures, or other measures that would allow the employee to do his job successfully. Further, the employer is required to engage in an interactive process with the employee to determine if there is a way to accommodate the employee's disability.

The EEOC filed suit in U.S. District Court for the Eastern District of New York (EEOC v. Goodwill Industries of Greater New York & Northern New Jersey, Civil Action No. 19-cv-1674), after first attempting to reach a pre-litigation settlement through its conciliation process.

Under the consent decree settling the case, Goodwill will pay the former employee \$65,000 in back pay and damages. The organization will also institute new procedures in the janitorial program where the employee worked to ensure that other employees with disabilities receive the support that they need to continue their employment. Additionally, Goodwill will provide ADA training to all their supervisors and will report on any denied requests for reasonable accommodation or complaints of disability discrimination to the EEOC.

"Federal law requires that employers reasonably accommodate the known disabilities of their employees," said EEOC New York Regional Attorney Jeffrey Burstein. "An organization like Goodwill, whose mission is to help people with disabilities, should understand that."

Retrieved From: <https://www.eeoc.gov/eeoc/newsroom/release/11-18-19.cfm>



ADA CORNER

Kaiser Foundation Health Plan of Georgia Sued by EEOC for Disability

Health Care Provider Refused to Accommodate Employee's Disability in Violation of the Americans with Disabilities Act, Federal Agency Charged

ATLANTA - Kaiser Foundation Health Plan of Georgia, Inc., a managed health care provider that is part of the Oakland, Calif.-based Kaiser Permanente organization, unlawfully discriminated against an employee when it refused to accommodate her disabilities, the U.S. Equal Employment Opportunity Commission (EEOC) charged in a lawsuit it filed in Atlanta.

According to the EEOC's suit, Specialty Appointment Coordinator Sharion Murphy's disabilities made it traumatic for her to enter revolving doors, so she requested the reasonable accommodation of using non-revolving doors to access her workplace. Kaiser violated federal law when it refused to allow Murphy to use the available non-revolving doors and forced her to use the revolving doors, the EEOC said.

Disability discrimination violates the Americans with Disabilities Act (ADA), and employers who refuse to provide reasonable accommodations to employees with disabilities are liable under the ADA. The EEOC filed suit (EEOC v. Kaiser Foundation Health Plan of Georgia, Inc., Civil Action No. 1:19-CV-5484-CAP WEJ) in the U.S. District Court for the Northern District of Georgia, Atlanta Division after first attempting to reach a pre-litigation settlement through its conciliation process. The EEOC seeks back pay and compensatory and punitive damages for Ms. Murphy, as well as injunctive relief designed to prevent future discrimination.

"An employer must provide reasonable accommodations to its employees with disabilities," said Antonette Sewell, regional attorney for the EEOC's Atlanta District Office. "Kaiser refused to allow Ms. Murphy the simple accommodation of using a non-revolving door to access her workplace instead of a revolving door. The company could have saved everyone a great deal of distress, time and trouble had it made this minimal accommodation."

Darrell E. Graham, district director of the Atlanta office, said, "The EEOC is committed to ending disability discrimination in Georgia and across the country. The ADA was passed, in part, to allow individuals with disabilities to continue working if a reasonable accommodation allows them to do so. The decision to not allow Ms. Murphy the simple accommodation of using a non-revolving door shows that Kaiser was not even willing to do the minimum to comply with the law."

Retrieved from: <https://www.eeoc.gov/eeoc/newsroom/release/12-5-19a.cfm>



DIVERSITY AND INCLUSION TED TALK

How Diversity Make Teams more Innovative



Rocío Lorenzo is a member of The Boston Consulting Group's Technology, Media & Telecommunications; Marketing, Sales & Pricing; and People & Organization practices.

In this 11 minute TED Talk, Rocío Lorenzo discusses how diversity can make a team more innovative. Rocío and her team surveyed 171 companies to show a correlation between diversity and success. The results showed that the more diverse companies were more successful than the non-diverse companies. Specifically, the most successful companies shared leadership roles with women. Lorenzo dives into the data and explains how companies can start producing fresher, more creative ideas by treating diversity as a competitive advantage.

https://www.ted.com/talks/rocio_lorenzo_how_diversity_makes_teams_more_innovative?referrer=playlist-a_blueprint_for_diversity_in_the_workplace

TED Ideas How Diversity Makes Teams More Innovative. "Rocío Lorenzo" Retrieved: https://www.ted.com/talks/rocio_lorenzo_how_diversity_makes_teams_more_innovative?referrer=playlist-a_blueprint_for_diversity_in_the_workplace



Meetings & Trainings

January 2020

Identifying and Accommodating Invisible Disabilities

Hosted by: Train Up

Date: January 21, 2020

Time: 1:00 pm

Location: Virtual Live

Registration: <https://www.trainup.com/TrainingDetails/307824/Identifying-and-Accommodating-Invisible-Disabilities>

Diversity

Hosted by: Train Up

Date: January 23, 2020

Time: 10:00 am

Location: Virtual Live

Registration: <https://www.trainup.com/TrainingDetails/292607/Diversity>

February 2020

Annual EEO Group Meeting

Hosted by: OSEEOC

Date: February 13, 2020

Location: 1800 Washington Blvd, Baltimore, MD 21230

For more information: Norma Belton

Safe Spaces: Recognizing and Preventing Harassment in the Workplace

Hosted by: Legacy Business Cultures

Date: February 14, 2020

Location: 220 West Street, Annapolis, MD 21401

Registration: <https://www.eventbrite.com/e/safe-spaces-recognizing-and-preventing-harassment-in-the-workplace-tickets-83171912429?aff=ebdssbdestsearch>

March 2020

Leadership in the 21st Century Workforce

Hosted by: Reid Development Community Corporation

Date: March 3, 2020

Time: 6:00 pm to 8:00 pm

Location: 12150 Annapolis Road, Ste 314, Glenn Dale, MD 20769

Registration: <https://www.eventbrite.com/e/leadership-for-the-21st-century-workforce-tickets-86836613649?aff=ebdssbdestsearch>

EEO Training for New Investigators

Hosted by : EEOC

Date: March 30, 2020 to April 3, 2020

Location: Washington DC

Registration: <https://eeotraining.eeoc.gov/profile/form/index.cfm?PKformID=0x55671abcd>

2020 DIVERSITY CALENDAR

JANUARY 2020

- National Slavery and Human Trafficking Prevention Month
- 1/19 World Religion Day
- 1/20 Martin Luther King Jr. Birthday
- 1/27 The International Day of Commemoration to remember the victims of the Holocaust. The anniversary of the liberation of the Auschwitz death camp in 1945 and U.N. Holocaust Memorial Day.

FEBRUARY 2020

- Black History Month
- American Heart Month
- 2/1 National Freedom Day
- 2/4 World Cancer Day
- 2/12 Abraham Lincoln's Birthday
- 2/17 Presidents Day
- 2/26 Ash Wednesday

MARCH 2020

- Women's History Month.
- Irish-American Heritage Month
- 3/8 International Women's Day
- 3/13-4/15 Deaf History Month
- 3/17 St. Patrick's Day
- 3/21 International Day for the Elimination of Racial Discrimination
- 3/25 International Day of Remembrance of the Victims of Slavery and the Trans-Atlantic Slave Trade
- 3/31 International Transgender Day of Visibility. Celebrated to bring awareness to transgender people and their identities as well as recognize those who helped fight for rights for transgender people.

RESOURCES FOR EEO PROFESSIONALS

Division of Rehabilitation Services (DORS)

<http://dors.maryland.gov/Pages/default.aspx>

Department of Labor

<http://www.dol.gov/>

Employee Assistance Program (EAP)

<http://www.dbm.maryland.gov/employees/Pages/EAP.aspx>

Equal Employment Opportunity Commission (EEOC)

<http://www.eeoc.gov/>

Job Accommodation Network (JAN)

<https://askjan.org/>

Maryland Commission on Civil Rights (MCCR)

<http://mccr.maryland.gov/>

Society for Human Resource Management (SHRM)

<http://www.shrm.org/pages/default.aspx>

Maryland Department of Disabilities

<http://mdod.maryland.gov/Pages/Home.aspx>

Out & Equal Workplace Advocates

<http://outandequal.org/>

National Service Animal Registry

<https://www.nsarco.com/>

Maryland LGBT Chamber of Commerce

<https://mdlgbt.org>

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