



# Preventing Discrimination and Harassment: All Employees

## CALIFORNIA JPIA WORKSHOP DESCRIPTION

The courts have separated harassment into two main categories: quid pro quo harassment, and hostile or offensive work environment harassment. This workshop is an overview of state and federal laws defining inappropriate conduct in the workplace, employer and employee liability, investigation and appropriate action of a harassment claim, prevention of harassment claims, and a discussion of the agency's harassment policy.

\*The last half-hour of this workshop is presented in a format specifically designed for managers and supervisors. All general employees will be dismissed at that time.

## THE FOLLOWING TOPICS WILL BE COVERED

- Retaliation
- Employer liability
- Individual liability
- Defenses available to your agency
- Responding to complaints of harassment
- AB 1825

## WHO SHOULD ATTEND

All employees

## PRESENTED BY

### **Kelly Trainer, Burke, Williams & Sorensen, LLP**

Kelly Trainer is an associate in the firm of Burke, Williams & Sorensen, LLP's Labor and Employment Law and Trial and Advocacy Practice Groups, based in the firm's Los Angeles office. She represents public and private sector clients in labor and employment law matters.

Kelly has represented and advised employers on matters involving numerous federal and state law claims, including discrimination, harassment, family and medical leave, wrongful termination, union issues and labor negotiations, wage and hour, freedom of speech and association, HIPAA, and employees' rights of privacy. In addition, her practice includes representation of public employers in areas unique to public employment such as issues involving the Meyers-Milias-Brown Act, the Public Safety Officers Procedural Bill of Rights, disciplinary procedures, and constitutional matters.

Kelly graduated with a B.A. in Political Science from the University of Houston in 1998. She received her J.D. in 2001 from the University of the Pacific, McGeorge School of Law. She also received a Witkin Award for Academic Excellence in Gender and the Law.

**Please register for one of the following:**

**Wednesday, September 17, 2008 | 9:00 AM - 11:00 AM**  
**Location: San Marcos - City Hall | 1 Civic Center Drive**

**Wednesday, September 17, 2008 | 1:00 PM - 3:00 PM**  
**Location: San Marcos - City Hall | 1 Civic Center Drive**