



ALLEN COUNTY BAR
ASSOCIATION PRESENTS

HOW TO STAY OUT OF HOT WATER IN THE WORKPLACE...AND WHAT HAPPENS WHEN YOU DON'T

3 hours CLE

Wednesday, December 18, 2013

12:00 p.m. - 3:45 p.m.

Allen County Bar Association

924 South Calhoun Street

Fort Wayne, IN 46802



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Fort Wayne, IN 46802

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HOW TO STAY OUT OF HOT WATER IN THE WORKPLACE...AND WHAT HAPPENS WHEN YOU DON'T • DECEMBER 18, 2013

Reservation deadline is December 11, 2013. Please return reservation form and payment to the Allen County Bar Association, Courthouse Box #37 or 924 S. Calhoun St., Ft. Wayne, IN, 46802. You may also fax the form to (260) 423-1440 or register online at www.allencountybar.org. Reservations must be accompanied by payment to be honored. No refunds after deadline. If you have questions, please call the ACBA at (260) 423-2359. 10.29.13 MW

_____ ACBA Members: \$125 _____ Non-Members: \$170

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HOW TO STAY OUT OF HOT WATER IN THE WORKPLACE...AND WHAT HAPPENS WHEN YOU DON'T

Program Schedule:

12:00 p.m. Registration
& Buffet Lunch

**12:30 p.m. How to Help Employers
Stay Out of Hot Water**

Many quality employees are promoted by their employers to positions of leadership in the organization, but these employees do not necessarily possess the skills and training to effectively supervise, manage, evaluate and discipline the workforce. These individuals also may not appreciate the legal consequences of failing to timely intervene with a problematic employee.

You will learn:

- How to guide organizational clients concerning the need to properly supervise and manage the workforce in a manner which will minimize claims of discrimination and retaliation.
- How to deal with such issues if litigation ensues.
- About recent legal authorities which address this area of law.

Speaker: Robert J. Dignam
Hoepfner Wagner & Evans, LLP

2:00 p.m. Break

**2:15 p.m. Indiana Civil Rights
Commission**

- Background on the Indiana Civil Rights Commission, its enforcement powers, as well as the specific areas of enforcement.
- Complaint process; various areas of the agency; ADR process; and touch on the litigative aspects of the agency.
- The concept of “substantially equivalent” and the intersection between the federal agencies and the ICRC.
- Discrimination trends throughout the state and prevalent trends within the agency.

Speaker: Kimberly R. Simmons
Indiana Civil Rights Commission

3:45 p.m. Conclusion



Wednesday, December 18, 2013

Registration & buffet lunch

12:00 p.m. - 12:30 p.m.

Program

12:30 p.m. - 3:45 p.m.

Allen County Bar Association Office

Program Cost:

ACBA members: \$125

Non-ACBA members: \$170

3 hours CLE

To register, please see back panel

Attendance Limited to 40

Reservations must be received by 4:00 p.m. Wednesday, December 11, 2013. Reservation received after the deadline and walk-ins will be accepted on a space available basis with an additional \$25 charge, materials may not be provided.