



The Volusia/Flagler Society for Human Resource Management invites you to attend:

Mediation vs. Litigation of Employment Discrimination Cases: What Should Today's Employer Do?

As labor laws expand their coverage of employees' rights, Human Resource professionals are faced with increasing employee and employer workplace disputes, i.e. discrimination, workplace violence, workers compensation, sexual violence, sexual harassment, wrongful termination, whistleblower, Americans with Disabilities Act (ADA) and the Genetic Information Non-Discrimination Act.

These disputes frequently lead to complaints filed with Federal, State or local administrative law enforcement agencies and civil litigation, which could lead to prohibitive costs to employers in the thousands, hundreds of thousands and possibly millions of dollars.

Mediation offers a viable alternate to resolve such workplace issues.

Presenter:

Marvin C. Frazier is a Federal Alternative Dispute Resolution (ADR) Mediator with the United States Equal Employment Opportunity Commission's (EEOC) Miami District Office. He has mediated over 1900 employment discrimination cases at the EEOC. Mr. Frazier has been employed over thirty (30) years with the United States Equal Employment Opportunity Commission (EEOC) as an investigator and supervisor at EEOC's Miami Florida, Tampa, Florida, Atlanta, Georgia offices and Director of EEOC's Savannah, Georgia office. Presently, he also serves as EEOC's Miami District Office's liaison for Executive Order 13256, The White House Initiative on Historically Black Colleges and Universities and is a member of Florida Memorial University's School of Business Advisory Council and its President's Strategic Planning Council. During his employment with EEOC, Mr. Frazier has provided numerous outreach training modules to private and public employers.

Topics Include:

- Overview of Laws Enforced by EEOC
- Synopsis of Workplace Mediation History
- Differences between Mediation, Arbitration and Litigation
- Mediation vs. Litigation, What is the Right Choice?
- The Mediation Process
- EEOC's Mediation Procedure

Registration Details:

Date: Wednesday, May 21, 2014

Time/Event:

7:30 - 8:15 a.m.	Registration, Continental Breakfast & Networking
8:15 - 10:15 a.m.	Educational Program
10:15 - 10:45 a.m.	Q&A, Networking

Location:

Jim W. Henderson Administration & Welcome Center
(Duval Banquet Hall)
at
Embry-Riddle Aeronautical University
600 S. Clyde Morris Blvd, Daytona Beach, FL 32114

Fee: \$25.00 in advance (via PayPal or check by May 16, 2014); \$30.00 (after May 16 and at the door)

Click Here for [PayPal Link](#)

Please visit <http://volusiaflagler.shrm.org>, email DaytonaSHRM@gmail.com or call 386.239.7212 for more information.

This program has been submitted for two general recertification credits toward PHR, SPHR and GPHR through the HR Certification Institute.

