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Are We There Yet? A Roadmap to Affirmative Action Compliance

Prerequisites: None
Schedule: 5.5 Hours

Course Objectives

As an affirmative action employer, you must annually visit and update your Affirmative Action Program (AAP)—what does this require and what else is required of your organization to ensure compliance?

The program will include:

The Basic Roadmap

- Are you a federal contractor or subcontractor?
- Required and suggested elements of AAPs
- Mandatory Policies
- Record keeping and notice requirements
- New target area identified by the OFCCP
- Successfully defending compliance reviews and compliance checks
- New ARRA audits
- Communicating your AAP internally and to the world
- E-verify procedures

Navigating the regulations--

- Compensation analysis changes
- Internet Applicant Regulations
- EEO-1 report changes
- Specific questions

About the Facilitators:

Cheryl Behymer is a partner with Fisher & Phillips, LLP, in the Columbia office. She has represented clients in a broad range of labor and employment issues. Cheryl works proactively to assist clients by providing training in workplace harassment, diversity, affirmative action, and other issues involving employee relations in unionized or non-unionized workplaces. She also provides assistance to clients who are responding to administrative charges, actively involved in litigation, or are participating in compliance reviews conducted by the Office of Federal Contract Compliance Programs. Cheryl has defended employers in multi-plaintiff lawsuits, including class actions based on Title VII and the Age Discrimination in Employment Act, as well as in Fair Labor Standards Act collective actions. Cheryl is actively involved in the Women Helping Women Achieve mentoring program for the female athletes at the University of South Carolina, and she is a member of the North Carolina/South Carolina Industry Liaison Group. She is a frequent speaker at seminars on employment-related topics such as the Family and Medical Leave Act, the Americans with Disabilities Act, Conducting Human Resources Audits, and Preparing and Defending an OFCCP Compliance Review.

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