

# EEO and The Law for Managers & Supervisors



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**Prerequisites:** None  
**Schedule:** Half-Day Session

## Course Objectives

Do your Managers/Supervisors understand the relationship between current employment related laws and their role as managers/supervisors? Do they understand their responsibilities in avoiding costly legal processes?

This overview has been developed specifically for supervisors/managers to give them an understanding of various employment-related laws. Hiring, firing, performance appraisals, discipline, documentation, harassment, ADA, and FMLA will be covered.

## Topics

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|---------------------------------------------------|--------------------------------------------------|
| 1) Employment-At-Will                             | 10) NC Persons with Disabilities Act             |
| 2) Civil Rights Act of 1866                       | 11) SC Human Affairs Law                         |
| 3) Title VII of the Civil Rights Act of 1964      | 12) Americans With Disabilities Act (ADA) 1990   |
| 4) The Age Discrimination in Employment Act       | 13) Civil Rights Act of 1991                     |
| 5) Executive Order 11246                          | 14) The Family and Medical Leave Act (FMLA) 1993 |
| 6) Pregnancy Discrimination                       | 15) EEOC Complaint Process                       |
| 7) Vocational Rehabilitation Act of 1973          | 16) Legal and Illegal Pre-employment Questions   |
| 8) Vietnam Era Veteran's Readjustment Act of 1974 | 17) Sexual Harassment                            |
| 9) Immigration Reform and Control Act of 1986     |                                                  |

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