



HAWAI'I CIVIL RIGHTS COMMISSION
in partnership with the U.S. EEOC Honolulu Local Office presents:

**EEO Updates and Lesbian, Gay, Bisexual and
Transgender Discrimination Issues in the Workplace**

Thursday, October 30, 2014
Blaisdell Exhibition Hall, Pikake Room

- 7:30 – 8:30 a.m.** **Registration / Refreshments**
- 8:00 - 8:15 a.m.** **Welcome – HCRC Commissioner Wallace Fukunaga**
- 8:15 – 9:30 a.m.** **“EEO Basics and State and Federal Laws that Prohibit
Discrimination Against LGBT Employees ”** - presentation on HCRC/EEOC jurisdiction and recent Hawai'i Supreme Court decision on supervisor liability; panel discussion on core LGBT concepts, state and federal laws that prohibit discrimination against LGBT employees, religious exemptions and the effect of the U.S. Supreme Court's decision in the Hobby Lobby case on those exemptions.
- 9:30 – 9:40am.** **Break**
- 9:40 – 10:45 a.m.** **“Preventing Discrimination Against LGBT Employees”** - a panel discussion on the types of discrimination LGBT employees face, the impact such discrimination has on LGBT employees and the workplace, and developing EEO policies, trainings and practices to prevent discrimination against LGBT employees and to create a bias free, safe, comfortable and productive work environment for all employees.
- 10:45 – 11:00 a.m.** **2014 E Ola Pono Campaign Contest Winners Video**, co-sponsored by HCRC and the University of Hawai'i Growing Pono Schools Project.
- 11:00 – 11:15am** **Break**
- 11:15 a.m. – 12:25 p.m.** **“Discrimination Issues Specific to Transgender Employees”** – a panel discussion on best practices and policies relating to transitioning, maintaining confidentiality and privacy, recordkeeping, dress codes, appearance standards, use of names and pronouns, and use of restroom and locker room facilities.
- 12:25 – 12:30 p.m.** **Closing**