

## EEOC and MSPB Advocacy

Description: This is a class for those who represent parties before both the EEOC and MSPB. It can be adapted to particularly suit Agency or Employee representatives. There is an emphasis on practical exercises. The class culminates with a mock hearing, where the course participants play witnesses and advocates. The topics covered include: (1) the EEO laws; the theories of discrimination; the 1614 regulations, MD-110 and other EEOC Guidance; the Civil Service Reform Act; resolving and settling claims; advising managers at mediations; pre hearing conferences; taking discovery (e.g., conducting and defending depositions, writing and responding to interrogatories, etc.); analyzing evidence; selecting, preparing, presenting and cross examining witnesses; moving documents into evidence; making opening and closing statements; making objections or offers; motion practice (e.g., motions for summary disposition); appeal; post hearing issues; and other matters and (2) the Civil Service Reform Act, MSPB regulations, related laws EEO laws, whistleblower reprisal; charges and penalties; and the other matters, addressed in (1), above.

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