

Gilbert Training Group



2025 Course Catalog

GILBERT TRAINING GROUP

Gilbert Training Group was founded in 2018 by Gary M. Gilbert. Mr. Gilbert served as an Administrative Judge, then Chief Administrative Judge in the Baltimore District Office of the Equal Employment Opportunity Commission (EEOC) for a total of 16 years, and today is President of Gilbert Employment Law, P.C. Our instructors are practicing attorneys, former judges, and HR, EEO and Labor Relations professionals.

It's no exaggeration to say that, when it comes to federal EEO and labor law, we wrote the book! Multiple Gilbert Training Group Instructors are co-authors on some of the most circulated textbooks on Federal EEO, HR, Employee and Labor Relations. Practitioners may recognize titles such as ***Consolidated Federal Sector EEO Update, EEO Counselors' and Investigators' Manual, Compensatory Damages and Other Remedies***, and ***MSPB Charges and Penalties***, all of which are among the texts co-authored by Gilbert Training Group instructors.

OUR PRICING

Training Length	1-9 Attendees	10+ Attendees
Full Day	\$5,000.00	\$7,000.00
Half Day	\$3,500.00	\$5,000.00
2 Hours	\$2,500.00	\$3,500.00

Length	Additional Cost for Customization
Full Day	+ \$750.00
Half Day	+ \$525.00
2 Hours	+ \$375.00

TABLE OF CONTENTS

Why Use Us for Training?

04

Employee & Labor Relations

06

Equal Employment Opportunity

07

Reasonable Accommodation & Disability Discrimination

12

Labor Law

15

Litigation Skills

16

Ethics

18

Whistleblower Law

19

Training for Managers & Supervisors

20

WHY USE US FOR TRAINING?

- ✓ **Experienced Faculty:** Our instructors are practicing attorneys, former judges, and HR, EEO and LR professionals who can deliver real-world instruction grounded in both the latest case law as well as knowledge of the current climates of the EEOC, MSPB, FLRA and other federal agencies. All our instructors have a reputation for training excellence and have received high ratings in previous training venues, including FDR Training events.
- ✓ **Interactive Sessions:** We've developed engaging in person interactive sessions including proven components of an effective and lasting training experience: multi-media, real-life case law examples, factual storyboards, live O&As and mock trials/arbitrations.
- ✓ **Powerhouse Provider:** We offer hundreds of years of combined expertise serving the federal HR & EEO workspace with print and online publications, tools, resources and training including cyberFEDS®, Manager Advantage, Webinars and FDR Training.

Meet Some of Our Instructors:

Gary Gilbert has presented more than a thousand seminars, training, speeches, and other presentations on various aspects of employment discrimination law and workplace rights and responsibility. He has authored numerous texts on discrimination law, including treatises on compensatory damages, disability discrimination law, and an annual EEO update which summarizes recently published decisions of the EEOC. He served 16 years with the EEOC as an Administrative Judge, 15 of which as the Chief Administrative Judge of the Baltimore Field Office. He has represented the USDA Forest Service as an agency representative for more than 15 years.



Barbara Haga has made a variety of presentations at professional conferences on a variety of employee relations topics. She is the author of Federal Sector FMLA: Answers to Frequently Asked Questions published in 2007 by LRP Publications and she also writes the monthly "Leave Advisor Column" for CyberFEDS. She is a past National President of the Society of Federal Labor and Employee Relations Professionals (SFLERP) and in 2007 was awarded the Lifetime Achievement Award for Outstanding Contributions to the Federal Labor-Management Relations Program and Dedicated Service to SFLERP.



Meet Some of Our Instructors:

Deryn Sumner focuses on representing federal employees and agencies before the EEOC and has worked on hundreds of cases involving claims of employment discrimination on the basis of disability, race, age, religion, retaliation, and more. She is the co-author of several books on federal sector employment law including *Representing Agencies and Complainants Before the EEOC*; *Federal Sector Disability Discrimination Law Deskbook*; *EEO Counselors' and Investigators' Manual*; and an annual *Consolidated Federal Sector EEO Update*.



Shannon Leary specializes in representing victims of sexual harassment and assault in the workplace before various judicial and administrative bodies as well as LGBTQ and other gender issues. She represents complainants, agencies, and plaintiffs before administrative bodies and in federal courts in claims under Title VII, the Age Discrimination in Employment Act, the Americans with Disabilities Act, the Rehabilitation Act, and the Equal Pay Act.



Meet Some of Our Instructors:

Kevin Owen litigates all phases of complaints of employment discrimination and appeals of disciplinary action involving federal employees in administrative forums, primarily the MSPB, EEOC, the U.S. Office of Special Counsel, and the Federal Circuit Court of Appeals. He has prevailed on many appeals before the MSPB, including appeals involving due process issues violations, complex appeals involving a denial of a security clearance, and constructive suspension appeals related to disability discrimination claims. He provides training on employee discipline and has provided commentary at national conferences and to the media regarding the implementation of federal employee COVID-19 vaccine mandates.



Donald Names is the Director of Gilbert Training Group. He has presented hundreds of presentations, workshops, and seminars for Department of Defense personnel, Federal attorneys, administrative judges, HR/LR, and EEO professionals in a wide range of federal employment topics, including the Federal Sector EEO process, EEO Case Updates, Disability and Reasonable Accommodation, Harassment, and Retaliation. He has worked extensively with the Department of the Navy (DON) and the Department of Defense (DoD), providing training for investigators, mediators, and attorneys on various aspects of EEO and Personnel law and procedure. Most recently he was an Associate Counsel and the Anti-Harassment Coordinator in the Office of Ethics Counsel for the National Credit Union Administration (NCUA).



EMPLOYEE & LABOR RELATIONS

Charges and Penalties

Attendees will walk through what they need to know to structure a clear charge that can be sustained if challenged before the MSPB. The course will start with the fundamentals of charging misconduct, and how to select the correct charge and appropriately use specifications, and the elements of proof required to sustain specific charges. The course will cover mastering Chapter 43 versus Chapter 75 performance-based adverse actions, including performance standards, Performance Improvement Plans, and the process and procedures for addressing performance, and proposing disciplinary action based on performance. Attendees will learn how to select the appropriate penalty where an employee has engaged in misconduct. Attendees will also learn about defenses that can be raised to charges, due process pitfalls and how to avoid them, and how to address claims of disparate penalties. The course will include discussion of how to avoid charging errors, with review of relevant cases from the MSPB and the Federal Circuit, and affirmative defenses.

What You Need to Know to Be an Effective ER Professional

This course will walk-through how ER professionals can provide effective advice to managers without stepping into the role of a decision-maker. The instructors will cover how to prepare a case to withstand scrutiny before the MSPB, how to help managers distinguish between concerns of performance versus conduct, performance improvement plans, charges and penalties, progressive discipline, how to identify similarly situated employees, best practices for providing advice to managers, and negotiating agreements. The course will also cover how to provide ER advice to supervisors on holding employees accountable where the employee has filed an EEO complaint or has a disability.

EQUAL EMPLOYMENT OPPORTUNITY

Fundamentals of the EEO Process

This course will provide a general overview of the entire EEO process, from contacting an EEO counselor, through filing a formal complaint, EEO investigations, the process of issuing a FAD or requesting a hearing before the EEOC, and appeals to the EEOC's Office of Federal Operations. The course will cover identification of bases and issues raised by the complainant and how to appropriately frame and investigate the claims. Attendees will discuss what constitutes an adequate and appropriate investigation which meets EEOC requirements under 29 C.F.R. 1614 and Management Directive-110, as well as the appropriate role of agency counsel in the investigation,. The course will cover the burdens of proof both sides must establish in these cases, which vary depending on the type of claims raised. Attendees will be provided an overview of remedies the successful complainant can receive if they prevail, including those that vary by type of discrimination alleged. Additionally, the course will provide illustrations from recent EEOC cases covering findings of discrimination and awards of sanctions and remedies.

EEOC Employee Rights & Employer Obligations Refresher

This course serves as a refresher on employee rights and employer obligations under statutes enforced by the EEOC. Attendees will learn whom federal anti-discrimination laws cover, and what policies and adverse actions constitute workplace discrimination. Attendees will walk through the federal sector process for bringing a complaint of discrimination, as well as the remedies a successful complainant can receive. Attendees will also review their protections against several theories of discrimination, including disparate treatment and impact, harassment and hostile work environments, and reprisal and retaliation.

EQUAL EMPLOYMENT OPPORTUNITY

Advanced Issues for the EEO Practitioner

Attendees will touch upon all the hottest issues and areas through a series of modules intended to bring the latest developments and case law to the attendees to give them what they need to know and bring back to their agencies. The course will include discussion of the latest decisions from the EEOC's Office of Federal Operations that EEO practitioners need to know, and how to appropriately conduct and document joint employer analysis when contractors file EEO complaints. Attendees will learn about the role of agency counsel in EEO investigations, including the requirements set by MD-I/O, and the additional guidance provided by the Office of Federal Operations. The course will also discuss how agencies can avoid being sanctioned for missteps during the EEO investigation, including not timely completing investigations, or not conducting appropriate and complete investigations. The course will also cover best practices for addressing amendments, including those raised late in the investigatory timeframe, when consolidation is appropriate, and how to make sure the record contains sufficient information on newly raised claims.

What Constitutes Sex Based Discrimination: An Overview

This course walks attendees through which laws and statutes protect individuals based on sex, as well as a review of the differences between sex-based, gender-based, and sexual orientation-based discrimination. Attendees will review theories of sex-based discrimination, including disparate treatment and impact, sex-based and sexual harassment, hostile work environments, and protections from reprisal and retaliation for protected EEO activity. This training will feature interactive discussions using hypotheticals and examples from real cases.

EQUAL EMPLOYMENT OPPORTUNITY

What Constitutes Race Based Discrimination: An Overview

This course walks attendees through which laws and statutes protect individuals based on race, as well as a review of the differences between race, color, ethnicity, and national origin as protected bases for discrimination. Attendees will review theories of race-based discrimination, including disparate treatment and impact, race-based harassment and hostile work environments, and protections from reprisal and retaliation for protected EEO activity. This training will feature interactive discussions using hypotheticals and examples from real cases.

Religious Accommodation & Discrimination in the Workplace

This course walks attendees through what constitutes discrimination based on religion. Attendees will learn what steps individuals have to take to establish their "sincerely held" religious beliefs, and to initiate the religious accommodation request process. This course will also cover what religious accommodations are available to employers. Attendees will also learn what constitutes a "failure to accommodate" claim or a retaliation/reprisal claim in response to a religious accommodation request, and what avenues are available to employees to raise a complaint. Attendees will also discover the differing burden in raising an undue hardship defense as compared to reasonable accommodation requests based on disability.

EQUAL EMPLOYMENT OPPORTUNITY

Proving and Defending Claims for Compensatory Damages

Compensatory damages have been an employment discrimination remedy for more than 25 years. Although agencies sometimes complain about complainants who want to win the "\$300,000 lottery," unschooled practitioners can fall short in both pursuing and defending against compensatory damages claims. This course will cover all you need to know about this remedy, including the evidence necessary to prove entitlement, methods agencies can use to dispute claims, and how case law can influence the amount of awards. Attendees will learn the burdens of proof that must be met to support an award of compensatory damages, the types of evidence necessary to prove nonpecuniary damages and how agencies can challenge that evidence, and understand the impact of recent EEOC decisions on awards of nonpecuniary damages.

Preventing Harassment in the Workplace

The course will include a discussion of how to identify harassment in the workplace, as well as how to identify actions that may later rise to the level of harassment. The course will address how to appropriately prevent harassment from occurring, how to respond in a timely and effective manner when harassment does occur, and how to prevent it from recurring. The course will include a discussion of relevant EEOC law, guidance, and policies, including how best to implement the recommendations made by the EEOC's Select Task Force on the Study of Harassment in the Workplace.

EQUAL EMPLOYMENT OPPORTUNITY

Federal Sector Class Actions

This course will provide federal sector practitioners with everything they need to know about class complaints before the EEOC. This includes a review of the requirements of and process for certification of a class complaint before the EEOC; best practices for conducting discovery in class complaints; and special considerations in approaching settlements in class complaints.

Remedies From A to Z

Attendees will learn about each type of equitable and non-equitable relief available to successful complainants under Title VII, the ADEA, and the Rehabilitation Act. Attendees will explore the burdens of proof associated with establishing claims for these damages, including where an agency can argue for limiting damages, or that the damages are unrelated to the agency's actions. The course will also include practical tips as to how agencies obtain the documents and information from complainants about these claims for damages through discovery. The course will also include discussion of the latest cases from the EEOC awarding remedies, including back pay, front pay, non-pecuniary and pecuniary compensatory damages, and attorneys' fees and costs.

REASONABLE ACCOMMODATION AND DISABILITY DISCRIMINATION

Nuts and Bolts of Reasonable Accommodation

This course contains a comprehensive discussion of claims of disability discrimination that can be raised against employers. This includes an overview of the process of responding to reasonable accommodation requests from employees on the basis of disability as well as how an employee establishes coverage as an individual with a disability, discussion of the requirement that the employee be qualified for the position they hold or seek to hold, and an agency's obligation to provide an effective accommodation to such employees, absent a showing of undue hardship. The course will include best practices on responding to requests for reasonable accommodations, and how to address performance and conduct issues where the employee has requested or has a reasonable accommodation. The course will also discuss the most often requested accommodations, leave and telework, and what obligations agencies have and best practices for responding to those requests.

REASONABLE ACCOMMODATION AND DISABILITY DISCRIMINATION

Disability Rights Refresher for Employees

This course serves as a refresher on Disability Law and the Reasonable Accommodation process. Attendees will review who is entitled to receive reasonable accommodation for a disability, what accommodations can be put in place for employees with disabilities, and who determines that accommodation an employee with a disability should have. In addition, attendees will review their rights regarding medical documentation - when their employer can request it, who is entitled to see it, and how it should be stored. Finally, attendees will review their protections against reprisal and retaliation related to their disability status.

Accommodating Hidden and Less Obvious Disabilities

Attendees will learn how to utilize the interactive process to confidently tackle reasonable accommodation issues related to less-obvious disabilities, both mental and physical. The course will also include how to identify the essential functions of a position, providing effective accommodations and thinking outside the box in brainstorming ideas for accommodations, even if different than the accommodation requested, and how to approach circumstances where the medical documentation provided is unclear or insufficient. The course will also cover how to approach requests for situational or full time telework as an accommodation, how to avoid claims that delays in providing accommodation constitute a denial, and how to respond to requests that may constitute an undue hardship to the agency.

REASONABLE ACCOMMODATION AND DISABILITY DISCRIMINATION

Complex Issues in Reasonable Accommodation

The ADA Amendments Act broadened the definition of disability, expanding the number of employees who might be entitled to reasonable accommodation. Many accommodations are obvious and relatively simple to implement. However, complicated needs, imperfect communication, and uncertainty about the parameters of accommodation can send the process off track, leaving practitioners and management struggling to stay compliant. The instructors will explore some of the more challenging reasonable accommodation issues, including performance and conduct concerns, medical information, and undue hardship. This includes how any agency should approach reassignment as an accommodation, when an agency can lawfully impose a disability-related qualification standard, and how to make defensible and documented decisions on claims of undue hardship. Discussion will be targeted to the challenges being faced by the audience, from requests to bring service animals or emotional support animals into the workplace, to requests for full-time telework, or any other specific issues.

Best Practices in Requesting, Using, and Storing Federal Employee Medical Information

Improperly requesting and storing employee medical information is a common way supervisors get into trouble in EEO cases, and the laws apply to all employees, not just those raising disability claims. Attendees will learn how to comply with the Genetic Information Nondiscrimination Act and disability laws when requesting medical information at different stages of pre and post-employment and implement procedures for storing confidential medical information of employees in order to avoid liability. The course will also cover when medical information can and cannot be requested from an employee who is requesting accommodation or in connection with employee misconduct, and well as how to properly address an employee who may be creating a threat to him or herself, or other employees in the workplace because of medical issues.

LABOR LAW

Essentials of Federal Sector Labor Law

Labor law can sometimes seem like a free-for-all. However, this course will cover everything the federal sector practitioner in labor law needs to know, including ULPs, negotiability, arbitrations, exceptions to awards, and access to information, including what each side needs to present its case and how to obtain it. The course will cover how to negotiate a collective bargaining agreement in the federal sector, including how to avoid common pitfalls, the information to request before you start bargaining, and the unique provisions affecting the federal sector regarding discovery procedures, arbitrator selection, and other key matters. The course will also provide attendees with an introductory understanding of the mandatory, permissive, and prohibited subjects of bargaining and strategies for negotiating these subjects. Attendees will learn about threshold issues at arbitration regarding negotiability, the process for propounding and responding to information requests before arbitration, and filing dispositive motions in arbitration. The course will include a session on practical tips for arbitrating an unfair labor practice charge, including how to prepare for arbitration, including how to rebut testimony of witnesses whose testimony is unknown. Attendees will learn about the procedures for challenging an arbitrator's decision, including filing exceptions with the FLAA, as well as the bases and standards for reviewing an arbitrator's award. Additionally, the course will cover the relief to which a prevailing party may be entitled at arbitration, and will also discuss the limitations on arbitrators' awards, including those that maybe imposed by the CBA. Finally, attendees will learn about the Federal Service Impasses Panel (FSIP), its role in resolving impasses, and how to get the most from it.

Note: These topics can also be modified for a program on specific Labor Law-related issues, such as Information Requests, CBA negotiations, Filing ULPs, etc.

LITIGATION SKILLS

Winning Cases Before The EEOC

This course will cover everything you need to know to practice before the EEOC once a complainant requests a hearing. The instructors will walk through what to do when you are assigned to represent a party on the case, including how to review the case file and prepare a preliminary case assessment, conducting witness interviews, preparing for Initial Status Conferences and processing cases under the EEOC's Pilot programs. Attendees will cover written discovery, including best practices on handling discovery disputes, as well as effective preparation for depositions and cross examination during depositions. The course will cover motions practice including motions to compel, motions for sanctions, and filing and opposing motions for summary judgment. The course will also cover settlement discussions, including offers of resolution, and how to approach settlement in light of Executive Order 13839. Finally, the course will address effective presentation of your party's case at hearing, including opening and closing arguments, and effective examination and cross-examination of witnesses.

Case Law Update

This comprehensive legal update will cover the latest decisions from the EEOC, the MSPB, and the Federal Circuit. The EEOC's Office of Federal Operations issues thousands of decisions each year. This session will cover the most important decisions you need to know in order to effectively engage in written and oral advocacy before the EEOC. We'll review these key decisions and key takeaways you can incorporate into your practice on cases covering disability and reasonable accommodations, harassment, sanctions, other findings of discrimination, and remedies, including back pay and compensatory damages. We'll also review the current legal landscape and the most recent Board and Court guidance on hot topics such as harassment claims, due process, and whistleblowing claims.

LITIGATION SKILLS

Fundamentals of the MSPB Process

This course will cover everything you need to know to represent an appellant or an agency before the Merit Systems Protection Board. The instructors will walk through what to do when you are assigned to represent a party on the case, including how to prepare and submit the agency file if you represent the agency, and how to prepare a preliminary case assessment, conducting witness interviews, and prepare for fast-paced litigation before the MSPB. Attendees will cover written discovery, including best practices on handling discovery disputes, as well as effective preparation for depositions and cross examination during depositions. The course will cover motions practice including motions to compel, motions for sanctions, and filing and opposing motions for summary judgment on affirmative defenses, as well as requests for subpoenas. The course will also cover settlement discussions, including offers of resolution, and how to approach settlement in light of Executive Order 13839. Finally, the course will address effective presentation of your party's case at hearing, including opening and closing arguments, and effective examination and cross examination of witnesses.

Advanced Litigation Skills

This program is applicable to all forums of practice and will include advanced skills for preparing for and taking depositions, preparing for and representing your client at hearing, effective written submissions and motions practice, and oral and written advocacy, including closing arguments. The instructors include former administrative judges and counsel who have decades of experience, and will provide you with the advanced litigation skills you can use to advance your practice before the EEOC, MSPB, FLRA, and other forums.

ETHICS

Ethics in Practicing Federal Labor and Employment Law

This comprehensive eight-hour course is designed to equip federal HR professionals with a thorough understanding of key legal and ethical frameworks governing federal employment practices. The class will begin with an in-depth examination of the Federal Regulations codified under 5 USC 2635, focusing on the standards of conduct, ethical decision-making, and the responsibilities of federal employees. Participants will learn how these regulations guide daily interactions, promote integrity, and ensure accountability within federal agencies. The course will also delve into the Merit Systems Principles outlined in 5 USC 2301, which serve as the foundation for fair employment practices, merit-based hiring, and the avoidance of political influence or favoritism. Attendees will gain a clear understanding of how these principles underpin personnel management and appeal processes, fostering a transparent and equitable work environment across federal agencies. Practical scenarios and real-world examples will be used to illustrate the application of these principles in various HR contexts. Additionally, the class will cover the opinions issued by the Office of Government Ethics (OGE) and the statutes related to criminal conflicts of interest. Participants will learn how to interpret and apply OGE guidance to ensure compliance with ethical standards, and understand the legal implications of conflicts of interest. This segment aims to prepare HR professionals to recognize potential ethical issues and take appropriate actions, supporting integrity and public trust in federal service. Overall, this course offers essential knowledge for maintaining lawful, ethical, and merit-based employment practices within the federal government.

WHISTLEBLOWER LAW

Fundamentals of Whistleblower Claims

Attendees will learn everything they need to know about federal sector whistleblowing claims, from initial contact with the Office of Special Counsel, to IRA filings before the Merit Systems Protection Board, and practice before the Federal Circuit. The course will cover the varying burdens of proof to establish non-frivolous allegations and successfully prove or defend against claims of whistleblowing retaliation, including a case study where attendees will apply facts of a hypothetical case. The course will cover litigation before the MSPB on whistleblower claims and how to effectively advocate for your party's side in written submissions and orally before the Administrative Judge. The course will also discuss remedies available to successful whistleblowers. Attendees will learn about the history of whistleblower protections in federal service dating back to the first Continental Congress, its evolution in the 1910's, and its modern-day form under the Whistleblower Protection Enhancement Act. The course includes a comprehensive case law overview of significant decisions of the MSPB, Federal Circuit, and U.S. Supreme Court relevant to whistleblower claims.

What's New in Whistleblower Protection Law & Election of Remedies

This course will cover the latest developments in federal whistleblower law including election of remedies; the Kirkpatrick Whistleblower Protection Act of 2017, which targets managers for retaliating against federal whistleblowers; and the changes implemented by the Whistleblower Protection Enhancement Act of 2017.

TRAINING FOR MANAGERS & SUPERVISORS

Essential Tips for Managers: Managing Smartly and Preventing EEO Complaints

This training covers everything a supervisor or manager needs to know to avoid complaints of discrimination, and advice about how to effectively manage a workforce when employees have filed complaints. This course is designed to provide an opportunity for managers and supervisors to learn about the EEO complaints process, and how to manage smartly to prevent EEO claims from being filed. The course includes an overview of EEO counseling, alternative dispute resolution and mediation, investigations of EEO complaints filed by employees, and best practices for submitting an affidavit in an EEO investigation. Topics covered will include what workplace actions can be included in an EEO complaint, what the employee must be able to show to be successful in an EEO complaint, best practices for testifying at a hearing, and a discussion of retaliation and the types of protected activity that is considered under retaliation claims. This course will facilitate a candid conversation and the opportunity to ask questions about challenges supervisors and managers face managing employees in the federal workplace.

Essential EEO Knowledge for Supervisors and Managers

Attendees will learn who is covered by EEO laws and who can file an EEO complaint, the different types of claims an employee can raise before the EEOC, and how an employee proves discrimination. The course will also cover the roles of the EEO counselor, EEO investigator, and agency representative throughout an EEO complaint, as well as the supervisor's role during that timeframe, including the duty to preserve and provide documents, as well as providing sworn statements and testimony. Attendees will learn about what happens after the investigation, including potential participation in discovery and hearing testimony and practical tips for that process, as well as how to properly respond to requests for official time from employees who have filed EEO complaints. Finally, the course will cover what to know about participating in settlement conferences and mediations as a settlement authority, including an overview of the types of remedies an employee can obtain through the EEO process.

TRAINING FOR MANAGERS & SUPERVISORS

Training For SES and Executive-Level Leaders on Essential EEO Knowledge

This course covers the topics in Essential EEO Knowledge for Supervisors and Managers but is geared specifically towards leaders in the Senior Executive Service, and the particular challenges they face.

Appropriately Addressing Performance and Conduct Issues With Employees

This course is geared to supervisors and managers with a focus in their role on how to work with employee relations to appropriately address performance and conduct issues with employees. The course will include a discussion of how to hold employees accountable for their actions; how to proactively manage misconduct before it becomes a bigger problem; how to counsel an employee on not making the same mistake twice; and a review of what is viewed as an actionable conduct by MSPB. The course will also cover how to address misconduct from employees, including co-worker harassment, before it rises to the level of an actionable harassment claim.

TRAINING FOR MANAGERS & SUPERVISORS

Retaliation in the Federal Workplace

This course offers a comprehensive, four-hour overview of anti-retaliation law as it applies to federal employees and human resources professionals. Taught by a federal employment lawyer, the class will provide a deep dive into the fundamental principles of retaliation protection under both Title VII of the Civil Rights Act of 1964 and the Whistleblower Protection Act (WPA). Participants will learn how to identify protected activities, understand the legal standards for proving a retaliation claim, and recognize retaliatory actions. The curriculum is designed to be highly practical, using real-world examples and case studies to illustrate key concepts. The class will also focus on a comparative analysis of the anti-retaliation provisions of these two critical statutes. We will explore the significant similarities in their core purpose of preventing adverse actions against employees because they engaged in protected conduct. More importantly, we'll highlight the crucial differences in their scope, legal frameworks, and enforcement mechanisms. This includes a detailed look at the different agencies that handle these claims—the Equal Employment Opportunity Commission (EEOC) for Title VII and the Office of Special Counsel (OSC) for the WPA—and how those differences impact the claims process and potential remedies. By the end of this training, attendees will have a robust understanding of the dual protections available to federal employees and the distinct legal pathways for redress.

Contact Us

Gilbert Training Group

301-608-0880

gilberttraininggroup@gelawyer.com

www.gilberttraininggroup.com

