

Addressing Workplace Discrimination

Michael Chin, Civil Rights Enforcement Manager, City of Seattle Office for Civil Rights, Presenter
Elizabeth Ford, Director, Fair Work Legal Clinic and Practitioner in Residence, Seattle University
School of Law, Presenter

1.5: Law/Legal Credit
Approval #107 9536

Wednesday, August 29, 2018, 12:00 PM to 1:30 PM

King County Bar Association

This CLE is FREE to all new and current KCBA Pro Bono Services volunteers

Registration is required.

Attendance is in person or via video streaming.

In-Person Location

King County Bar Association

Please RSVP for

streaming instructions

Please RSVP to Anne Bergen-Aurand at AnneB@kcba.org

Workers have a right to be free from discrimination, which can take the form of different treatment, harassment, retaliation, and more. In this training, you'll learn how to issue spot employment discrimination issues. We'll share how the Seattle Office for Civil Rights investigates claims, so your clients know what to expect. We'll go over private right of action, potential remedies, and other referrals to provide your clients with the information they need to pursue the options that make the most sense for them.

AGENDA

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| 12:00 - 12:05 pm | Introduction and overview |
| 12:05 - 12:45 pm | Review of anti-discrimination laws in Seattle <ul style="list-style-type: none">• SMC 14.04• Civil Rights Act Title VII• Americans with Disability Act• Age Discrimination in Employment Act• Genetic Information Non-discrimination Act |

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| 12:45 - 1:00 PM | Investigating discrimination cases <ul style="list-style-type: none"> • SMC 14.04 • Seattle Human Rights Rules Chpt. 40 |
| 1:00 - 1:15 PM | Private right of action, remedies, and referrals Private Right Action: <ul style="list-style-type: none"> • SMC 14.04.184 • RCW 49.60.230 • 42 USC §2000e-(e)(1) • Superior Court Jurisdiction • Mandatory Arbitration • District Court Jurisdiction – pros and cons • Small Claims – pros and cons Remedies: <ul style="list-style-type: none"> • Back pay/Benefits • Reinstatement/front pay • Penalties • Interest • Emotional Distress • Attorneys fees Referrals: <ul style="list-style-type: none"> • Discussion about how private lawyers can take more low wage cases. |
| | Questions, discussion, and evaluations |
| 1:30 PM | Adjourn |

Biographies

Michael Chin is the Civil Rights Enforcement Manager for the Seattle Office for Civil Rights responsible for the enforcement and compliance of local and federal anti-discrimination laws in employment, housing, public accommodations and contracting. Michael leads a team of civil rights investigators and oversees the civil rights testing program and outreach and public engagement efforts for the office. Prior to his role is SOCR, he worked as an investigator for the Washington State Human Rights Commission. Michael was a member of the citywide Race and Social Justice Initiative Core Team IV and department Change Team which addresses racial equity in city government. Michael received his Juris Doctorate from Gonzaga University School of Law and master's in business administration from Gonzaga in 2006.

Liz Ford directs the Fair Work Center Legal Clinic, a legal services office providing free advice and representation to low wage workers. The clinic is a partnership with Seattle University School of Law where Liz teaches a six-credit Workers' Rights Clinic.

Liz practiced labor and employment law for twenty years before hatching the idea to join the Fair Work Center and create a legal services office for low wage workers. Liz represented unions and employees for the first 15 years of her career, first as a partner at Schwerin Campbell Barnard and then as Chief Counsel for the Washington State Nurses Association. Beginning in 2002, while still in practice, she started teaching law students, joining the Seattle University faculty as Visiting Clinical Professor, teaching legal writing and establishing the law school's first Mediation Clinic. Liz has also done her time in administration, serving as Assistant Dean at the University of Washington School of Law between 2010 and 2013.
