

2018 VSBA CONVENTION WORKPLACE DISCRIMINATION: AVOIDING EEOC TRAPS

TRAP #1



TRAP #2



TRAP #3



TRAP #4



TRAP #5



TRAP #6



TRAP #7



PRESENTERS



Francine Bouldin has served as a human resource practitioner for 25 years. She has worked in state and local government and has been employed at the H.R. Director level for schools for the past 19 years. Mrs. Bouldin currently serves as Executive Director of Human Resources & Employee Services for Chesterfield County Public Schools.

www.mychesterfieldschools.com/



Doug Guynn is a frequent VSBA legal presenter and is with The Virginia Education Law GroupSM of the BotkinRose law firm based in Harrisonburg. Mr. Guynn and Lindsay Brubaker, his law partner and Co-Chair of the VELG, recently presented at the VSBA School Law Conference. He has handled numerous EEOC proceedings and employment discrimination claims in federal court over the years. www.botkinrose.com/attorneys

ABOUT US

The Virginia Education Law GroupSM, part of the **BotkinRose law firm**, serves school boards and colleges and universities and other schools. It provides legal support for all aspects of the "business" of education in today's highly complex world. In addition to advising education boards and executives, the firm's lawyers collaborate with others who are an integral strategic and tactical part of leadership and support.

With lawyers who do construction, environmental, Title IX, special bond, tax, and employee benefits work, The Virginia Education Law GroupSM provides a full spectrum of legal services, saving education leaders from having to juggle among different law firms. The result is greater teamwork.

With experience in handling legal issues in employment (EEOC, FLSA, VEC, etc.), special education, procurement, contract, constitutional, and other areas that are part of the education business, The Virginia Education Law GroupSM brings its collective experience of more than 50 years to the unique nature of the relationship. Clients appreciate the diverse, collaborative orientation.

Because education law often involves other local and regional governmental entities, education law clients benefit from having attorneys with hands-on experience in municipal law. With two of its lawyers serving as general counsel to municipalities and several others doing ongoing financing work and lease-purchase deals, The Virginia Education Law GroupSM understands the dynamics of inter-governmental relationships.

The Virginia Education Law GroupSM has state-wide standing and its lawyers have appeared in state and federal courts in Virginia. Doug Guynn, a frequent speaker on education law, and Lindsay Brubaker, with her experience on a wide variety of education law matters, co-chair the Virginia Education Law GroupSM. The firm's lawyers also have authored leading pieces on Virginia education law, such as *The VSBA Finance Manual*, *The Comings and Goings of Superintendents*, and *Constitutional Roots and Shadow: The School Board's Manifest Power Under Article VIII, Section 7*.