

# **Preventing Harassment, Discrimination, and Retaliation in the Academic/Environment**

*with*

**Laura Schulkind, JD**

**Course level: Introductory**

**November 5<sup>th</sup> and November 8<sup>th</sup> 2018**

**At The Wright Institute**

**2728 Durant Ave., Berkeley, CA 94704**

**From 10am-12pm**

## **CONTACT:**

The Wright Institute CE

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Free for all WI Faculty/Students

This workshop is not open to the public

## **Course Description:**

As clinical leaders, managers, and administrators, clinical supervisors are expected to follow ethical, legal, statutory or regulatory policies, guidelines, and standards for Psychological Practice set forth by federal and state laws. Therefore, it is imperative for Clinical Supervisors working with student clinicians to identify and address harassment, discrimination, and retaliation in order to prevent it within the academic environment.

This workshop will summarize and discuss the source of federal laws such as Title VII of the 1964 Civil Rights Act, Age Discrimination in Employment Act (ADEA), Americans with Disabilities Act (ADA), and Title IX of the Education Amendments of 1972; and California laws such as Fair Employment and Housing Act (FEHA), Education Code, Labor Code, and Alameda County District's Policy Against Harassment, Discrimination, Retaliation, and Abusive Conduct. The program will explicitly: define protective classifications; outline what constitutes unlawful harassment, discrimination, and retaliation; define abusive conduct; make explicit the duties of a supervisor within this context; and provide a toolkit for addressing harassment, discrimination, and retaliation in the academic environment. Case studies will be provided for examples and clarification.

## **Presenter Bio:**

With over 20 years of experience in school and public sector law, Laura Schulkind has developed an extensive background in the successful resolution of many employment and education-related issues and is experienced in all phases of school and employment law. Her areas of expertise include board governance and the Brown Act, student rights and discipline, certificated and classified evaluation and discipline, employee leave rights and the interactive process, contract grievance arbitration, harassment, employee investigations, education services for non-English speakers, employment and educational testing and accountability, school safety planning and hate crime prevention, OCR investigations, special education, desegregation, and designing lawful strategies to promote employment diversity. She is

currently on the Board of Governors Title 5 Task Force, where she is assisting with revising the EEO and hiring regulations for community colleges.

Laura leads the firm wide practice regarding students with special needs--including the IDEA and state special education law, Section 504, and the proper use of general education services and "Response to Intervention" strategies to serve students within the general education program. Laura's expertise includes the proper designation of Section 504 eligibility and accommodations, serving students with diabetes, developing IEPs for students with autism, and the administration of medication at school. Under Laura's leadership, the Firm takes a highly collaborative approach to special education issues, looking for creative and cost-effective solutions that help forge lasting, positive relationships between educators and parents. Laura has successfully negotiated numerous resolutions that keep special education students in public schools.

Prior to joining Liebert Cassidy Whitmore, Laura was a partner at a Bay Area law firm that specializes in education and employment law. While there, she represented school districts and other public entities on a wide range of school law and employment issues. Among other things, she twice represented coalitions of school districts challenging aspects of the STAR testing program and has a particular interest in psychometrics and legal issues relating to testing.

A sought after presenter, Laura regularly conducts workshops for school districts, community college districts and professional organizations across the State in areas such as the Brown Act, conflicts of interest, harassment, best practices in management, certificated evaluation and discipline, school safety, employee leaves, student discipline, special education and EEO hiring. She is an Instructor at the University of California at Berkeley, School of Education, where she teaches education law in the Principal Leadership Institute and School Psychology Program. She also served as the legal member of the State Department of Education's hate crime prevention training team.

**After this workshop, participants will be able to:**

1. Summarize sources of federal and state laws regarding harassment, discrimination, and retaliation and identify central administrative agencies.
2. List protective classifications under law and become aware of new DFEH regulations.
3. Describe legal definitions of unlawful discrimination, harassment, and retaliation and abusive conduct.
4. Recognize the duties of a supervisor within the context of preventing and addressing harassment, discrimination, and retaliation in the academic environment.

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