

2018 FALL GLEAN EVENT

ADVERSE IMPACT: WHAT IS IT? HOW DO WE DEAL WITH IT?

FRIDAY, OCTOBER 12, 2018

8:00 AM – 4:30 PM

TURKEYFOOT ISLAND CLUB
4528 LAHM DRIVE, AKRON, OHIO, 44319

PROGRAM

8:00 AM – 9:00 AM Registration & Continental Breakfast

9:00 AM – 12:00 PM Frank Igou, Associated Professor, Louisiana Tech University

The morning session will cover the definition of adverse impact and related terminology, the historical perspectives, legal cases, and different methods to examine adverse impact. Participants will also have “hands-on” experience in performing adverse impact analysis and learn how to respond to adverse impact and reduce the likelihood of adverse impact.

12:00 PM – 1:00 PM Lunch & Networking

1:00 PM – 2:00 PM First session continued

2:00 PM – 4:00 PM Dennis Doverspike, President of HR Litehouse (Doverspike Consulting LLC)

The afternoon session will focus on the practical issues when employers are dealing with adverse impact. Dennis will provide insights on why employers should assess and avoid adverse impact, the changing definitions of statistically vs. practically significant adverse impact, and additional regulations on quota or race norming.

4:00 PM – 4:30 PM Closing discussion and Q&A

5:00 PM – 7:00 PM Happy Hour at Picks at PLX

REGISTRATION

Online registration at <http://www.ipacweb.org/events>

On-site registration is also available.

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