Discrimination Prevention and Defense

for what lands on HR first

An employee who complained last month is now up for discipline. An accommodation request arrives in the middle of a performance plan. This program works through what your team does next: harassment and retaliation, ADA and FMLA requests, age and equal pay, internal complaints, and answering an EEOC charge.

Taught by practicing employment attorneys, on realistic cases, with HR peers from other employers.

DATES	TIME	FORMAT	CREDIT
Apr. 20 to 23, 2027 Tuesday to Friday	11:00 AM to 2:45 PM Eastern Each day	Live online 4 half-days on Zoom	13 SHRM and HRCI recertification credits

Tuition

$1,375 per seat

Bring a colleague and both seats drop to $1,150.

- Every seat after the second is $1,150 too
- Pay by card, invoice or purchase order
- Certificate of completion and 13 SHRM and HRCI recertification credits

Who it's for

- HR directors and HR managers
- Employee Relations leaders and staff
- HR business partners who take complaints
- HR staff who handle accommodation and leave requests
- Anyone who drafts or reviews an EEOC position statement

Built for HR. You don't need a legal background.

Since 1979
TRAINING HR PROFESSIONALS

80,000+
IAML ALUMNI

Practicing attorneys
WHO TEACH HR



Taught by practicing employment attorneys.

Brenda Heinicke, Wayne Williams, Kadale Lubin, Rudi Turner and John Wymer teach Discrimination Prevention and Defense.

Inside

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What the 4 half-days cover

The law behind the complaints, requests and charges that reach HR, practiced on realistic cases.

01	**Title VII, harassment, and retaliation**	Protected characteristics, sex-based and religious claims, harassment in hybrid and online workplaces, and the timing of any action after a complaint.
02	**ADA, PWFA, PUMP Act, and FMLA**	Essential functions and the interactive process, pregnancy and lactation accommodations, mental health requests, and leave that overlaps a performance problem.
03	**Age, equal pay, and reductions in force**	Selection for a reduction in force, disparate impact, pay transparency and pay audits, and the paper trail behind each decision.
04	**Internal complaints and resolution**	Complaint intake and interim steps, when a complaint needs an investigation, arbitration programs, mediation, and settling before a charge is filed.
05	**EEOC charges and the employer's response**	How a charge moves, writing the position statement, preserving email and messages, witness information, and what the record already says.

How live online works

Live on Zoom, 4 half-days

Tuesday to Friday, 11:00 AM to 2:45 PM Eastern each day.

Practicing employment attorneys

Practicing employment attorneys who teach HR, not academics.

HR peers from other employers

Discussion with HR professionals from other employers, on the same complaints and requests your team handles.

Realistic cases

You work through realistic cases, the way a complaint or a request reaches HR.

IF SOMETHING COMES UP

Miss a half-day? You get the on-demand version of that part.

WHEN YOU FINISH

Certificate and credits

Every program carries a certificate of completion and 13 SHRM and HRCI recertification credits, live online or on demand.

Taught by the attorneys employers call when these decisions go wrong.

They have handled the cases HR is trying to avoid, so they teach how those cases unfold, not just what the law says.



Brenda Heinicke

Head of Global Employment Law
Terumo Blood & Cell Technologies

- IAML faculty for over 15 years
- Has represented employers on discrimination, wage and hour compliance, workplace privacy and wrongful termination disputes



Wayne Williams

Founder
Law Offices of Wayne Williams

- IAML faculty for over 20 years
- Former University of Colorado professor



Kadale Lubin

Managing Associate
Thompson Hine LLP

- Best Lawyers: Ones to Watch, 2025 to 2027
- Represents employers in discrimination, harassment and retaliation claims



Rudi Turner

Senior Corporate Counsel
White Cap

- Advises on employment matters from inside the company
- Has defended employers in discrimination, harassment and wrongful termination disputes in state and federal courts



John Wymer

Partner
Thompson Hine LLP

- Has represented employers in discrimination, wage and hour, labor negotiation and ERISA disputes
- Has appeared before federal courts, the NLRB, the EEOC and the Department of Labor

What participants say

"Very valuable to what I do every day, especially in reviewing litigation cases. There was much value in the interaction with other HR peers."

Jennifer Capozziello
AVP, Human Resources, Travelers

"Finding attorneys who can teach is a rarity. I found the information current and relevant."

Heidi Hill
Director Training, Development and Engagement, C2 Solutions

"Faculty did an outstanding job of making legal information understandable for non-lawyer professionals."

James Dillard
Personnel Administrator, Lubrizol

Who sends people to IAML

AutoZone
Boeing
Cedars-Sinai
ChristianaCare
Comcast
Darden Restaurants
Dow
Federal Reserve Bank of Dallas
FedEx
GSK
Honeywell
Intermountain Health
JM Family Enterprises
JPMorganChase
Kimberly-Clark
L3Harris
Liberty Mutual
Los Alamos National Laboratory
Mayo Clinic
Newmont
Nordstrom
Procter & Gamble
Sandia National Laboratories
Shaw Industries
Southern California Edison
State Farm
The Home Depot
TJX Companies
UPS
Vanguard

A partial list of organizations that have sent people to IAML programs. IAML has trained 80,000+ HR professionals since 1979, with practicing attorneys, not professional trainers.

What your approver will ask

Everything a manager or budget owner needs to say yes, on one page.

☐	WHEN	Apr. 20 to 23, 2027, Tuesday to Friday, 11:00 AM to 2:45 PM Eastern
☐	FORMAT	Live online, 4 half-days on Zoom
☐	CREDITS	13 SHRM and HRCI recertification credits, plus a certificate of completion
☐	COST	$1,375 a seat. Bring a colleague and both seats drop to $1,150.
☐	PAYING	Invoice or purchase order accepted. Card works too.
☐	CHANGES	Full refund up to 14 days before the program starts. Transfer to a later date at any time.

The details behind each answer

Every live date runs, guaranteed

Put Apr. 20 to 23 on the calendar now. Miss a half-day? You get the on-demand version of that part.

Invoice or purchase order

Your company can pay by invoice or purchase order. Invoices are payable up to 60 days out. Choose Request invoice at checkout and add your PO number.

Bring a colleague

Bring a colleague and both seats drop to $1,150. Every seat after that is $1,150 too. If a colleague registers after you have paid, IAML refunds the difference on your seat.

Refunds and transfers

Full refund if you cancel up to 14 days before the program starts. Transfer to a later date at any time.

REGISTER ONLINE

www.iaml.com/programs/discrimination-prevention-defense

Choose the number of seats at checkout, or ask for an invoice there.

OR CALL

(949) 760-1700

Group planning, invoice routing, or questions about the program.

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