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# Defending an Employment

**Start Date: 3/22/2017 11:30 AM**

**End Date: 3/22/2017 2:00 PM**

The Monroe County Bar Association Young Lawyers Section & the Genesee Valley Chapter of the Society for Human Resources Management present: Defending an Employment Discrimination Complaint before an Administrative Agency Wednesday, March 22, 2017 Location: The Rubin Center for Education, One West Main Street, 5th Floor, Rochester NY 11:30am: Lunch & Registration 12:15pm – 2:00pm : Program This program has been pre-approved for 1.75 Professional Development Credits by the Society for Human Resource Management and 1.75 HR (General) recertification credits by the HR Certification Institute. Chair: Alissa M. Fortuna-Valentine, Esq., Phillips Lytle, LLP Panelists: Katherine S. McClung, Esq., Bond, Schoeneck & King, PLLC Pamela C. Reynolds, Esq., Littler Mendelson PC Ann Rushlow, PHR, Former Director of Human Resources at Conifer Realty This program is perfect for new attorneys and for seasoned attorneys who are new to employment law who want to learn the ins and outs of employer defense. The program will cover all phases of an employment discrimination claim before an administrative agency, from first receipt of the complaint to conducting a hearing before an Administrative Law Judge. Experienced practitioners will guide you through applicable procedural rules and will offer advice on strategy development. Through MCBA's partnership with GVC SHRM, the program will include a HR professional who will advise how to improve counsel- HR collaboration throughout the process. About our HR Panelist, Ann Rushlow: Ann is a Certified Professional in Human Resources (PHR), offering an extensive HR career distinguished by commended performance and proven results. She has an extensive background in HR generalist affairs, including experience in employee recruitment and retention, staff development, mediation, conflict resolution, benefits and compensation, HR records management, HR policies development, legal compliance and payroll. She has demonstrated success in creating an HR department, developed mentoring and training programs, hiring procedures, company policies, job descriptions and management reports as well as updated and expanded personnel manuals. She directed the entire HR and payroll function for approximately 600 employees in 5 states; supervised a staff of 4 employees as well as oversee the outsourcing of the benefits administration. Collaborate with senior management to create and update company policies and procedures; continually improve orientation, training, performance management, and incentive programs; annually evaluate salaries and bonus program by position and geographic location; conduct annual employee satisfaction surveys; manage employee leave programs and personnel records; annually review and administer benefits programs; handle all employee relations issues and work closely with company attorneys as necessary; mentor supervisors on staff