

**Tuesday October 22, 2024 – 1:00-2:15 PM - Pre-conference Workshop 1**

**Tips to Comply with California’s New Workplace Violence Standard (Specific for Higher Education)**

SB 553 now requires almost every employer in California to create a Workplace Violence Prevention Plan (WVPP) which requires evaluating and correcting workplace violence hazards, training employees and supervisors on workplace violence matters, creating and maintaining a violent incident log, and maintaining records of all training and violent workplace incidents. This webinar will address the requirements of SB 553, tips for evaluating unsafe conditions, reporting, training, and investigating workplace violence incidents, and the key elements of a compliant Workplace Violence Prevention Plan specific to community colleges. Join AALRR attorneys for an in-depth discussion of the significant undertaking employers must now shoulder to comply with the requirements of SB 553.

DeAnna Solina, Atkinson, Andelson, Loya, Ruud & Romo

Samantha Folb, Director, Compliance, Training & Employee Relations, West Valley-Mission CCD

**Tuesday October 22, 2024 – 1:00-2:15 PM – Pre-conference Workshop 2**

**Classified and Academic Administrator Agreements**

What should an administrator contract contain? Does the administrator have tenure? Can they be laid off or released? There can be significant confusion about the respective rights, expectations and responsibilities regarding employment of administrators, both academic and classified. This workshop will explain the state of the law, how it came to be that way, and clarify what terms and statues control the operation of administrator employment agreements in our CCDs

Pilar Morin, Partner, Liebert, Cassidy, Whitmore

Eileen O’Hare-Anderson, Liebert, Cassidy, Whitmore

Rian Medlin, Classified Administrator, Interim Assistant Superintendent/VP HR, Santa Clarita CCD



**Tuesday October 22, 2024 – 2:30-3:45 PM - Pre-conference Workshop Session 3**

**A Roadmap for Community Colleges Dealing with Lawsuits**

Back by popular demand, this session will cover the following key topics:

1. Coverage Perspective Tort Claim Guidelines, what makes a tort claim valid and what are the timelines and notification requirements.

2. College Perspective Internal Procedures, Notification Process, Chain of Command, Escalation, when to involve legal counsel or insurance providers.

3. Legal Perspective Navigating the Legal Landscape, Initial Steps, Preservation of Evidence Litigation Process, Investigation, Pre-Litigation Negotiation, Discovery, Arbitration or Trial and Conclusion

By understanding liability lawsuits from these three perspectives, we empower colleges to navigate the complexities of legal claims effectively.

**Tuesday October 22, 2024 – 2:30-3:45 PM - Pre-Conference Workshop 4**

**Why Zero Tolerance is Not the Answer: Crafting Solutions to Workplace Violence**

This workshop is designed for those tasked with receiving, managing, or investigating complaints, or administering discipline in the workplace. We focus on the human factor of violence, why people commit acts of violence, and how to develop effective strategies and policies to prevent triggering events that may provoke violence. We also discuss the unintended adverse effects of laws and policies designed to protect institutions and people (such as SB 553).

Al Avila, Professor Emeritus/Consultant, Avisan Siolutions

Julianna Mosier, Vice Chancellor, Human Resources, State Center CCD

Luis P. Sanchez, JD.LLM/Consultant Avisan Solutions



**Tuesday October 22, 2024 – 4:00-5:15 PM - Pre-conference Workshop 5**

**Implementation of DEIAA Evaluations and Lessons Learned**

The new Title 5 regulations requiring a DEIAA component of evaluations for all CCD employees have been in effect since May 2023. Many districts continue to navigate negotiations of their employee evaluations tools. This workshop will discuss common challenges encountered in effectuating change to the evaluation processes, and strategies for implementing change. This training will also discuss what to do once your district has agreed on the change, and what to do next!

Amy Brandt, Partner, Liebert Cassidy Whitmore

Elvira Valderrama-Rodriquez, Director of Human Resources, San Jose-Evergreen CCD

Tuesday October 22, 2024 – 4:00-5:15 PM - Pre-conference Workshop 6

**The Role of AI in HR Technology: Opportunities and Challenges in Diversity, Compliance, and EEO**

The rapid evolution and integration of AI in HR technology have unveiled a new frontier in talent acquisition, management, and development. As we leverage AI's power in reshaping HR processes, it is essential to grasp its profound impact on diversity, regulations, and the broader landscape of equal employment opportunity. This session offers a deep dive into the synergies, challenges, and legislative nuances associated with AI in HR, emphasizing the new legislation in California.

Yasmine Andrawis, District Director, EEO & Compliance, NOCCCD

