



## 2004 Affirmative Direction Series



### ***“Assessing Affirmative Action”***

Examines the legal, philosophical and educational underpinnings of affirmative action and discusses relevant future trends.

### ***“Proper Complaint Processing”***

Examines some of the pitfalls to avoid when receiving harassment and discrimination allegations.

Lillian Charleston is nationally recognized for her expertise and knowledge of Affirmative Action and related issues. In addition to serving as the Affirmative Action Officer for IUPUI for the past 16 years, she previously worked as a desegregation specialist for the Indianapolis Public Schools. She has been an officer and board member of the American Association for Affirmative Action and the Indiana Industry Liaison Group. She also supports her community through active board service with the Indianapolis Metropolitan Development Commission, the Indianapolis Urban League, the Indianapolis Chapter of Big Sisters, and the Association for Loan Free Education. She earned her undergraduate and graduate degrees from Indiana University in Urban Studies, Counseling and College Student Personnel.

**When: September 16, 2004**  
**Where: BTSU, Room 201**  
**Time: 9:00 am – 10:30 am**

**Time: 1:30 pm – 3:00 pm**

**Lillian Charleston**  
**Affirmative Action Officer**  
**INDIANA UNIVERSITY-**  
**PURDUE UNIVERSITY INDIANAPOLIS**



### ***“Ethics is Everybody’s Business”***

A Discussion of Ohio’s Ethics Laws and Ethical Trends into the 21st Century for Bowling Green State University, its Faculty and Staff.

David E. Freel has been the Executive Director of the Ohio Ethics Commission since 1994. He joined the Commission in 1983, as Counsel, and served as Associate Director from 1987 to 1993. In this capacity, he has also served as a special assistant prosecutor in ethics-related prosecutions. He is a past President of the Council of Governmental Ethics Laws (COGEL) and was honored with the COGEL Outstanding Service Award in 2002. Before joining the Ethics Commission staff, he was a faculty member of The Ohio State University College of Law, serving as a Clinical Teaching Fellow and Staff Attorney in the College of Law’s Clinical Programs from 1979 to 1983. Prior to that, he was a trial attorney with the Franklin County Public Defender’s Office from 1977 to 1979.

**When: September 30, 2004**  
**Where: Olscamp Hall, Rm. 101A**  
**Time: 2:30 pm – 4:00 pm**

**David E. Freel**  
**Executive Director**  
**OHIO ETHICS COMMISSION**



### ***“OCRC & the Laws It Enforces”***

Will present information on the statutory responsibilities for compliance and regulation of Ohio’s civil rights agency.

### ***“Preventing Discriminatory Harassment in the Workplace”***

Provides managers and supervisors with strategies on providing a wholesome and healthy work environment.

G. Michael Payton has been Executive Director of the Ohio Civil Rights Commission (OCRC) since July 2001. The OCRC is a state agency that investigates and enforces Ohio Civil Rights Act prohibitions against discrimination in employment, public accommodations and housing, and other areas while providing comprehensive education and outreach to organizations throughout Ohio. He previously served as Chief Legal Counsel and Director of Regional Operations for the Commission from 1997 to 2000, as an Assistant Attorney General for the State of Ohio for 11 years from 1984 to 1995, as Counsel to the Ohio Civil Rights Commission, and as Assistant Chief of the Attorney General’s Transportation Section. He received his J.D. in 1983 from Georgetown University Law Center.

**When: October 20, 2004**  
**Where: BTSU, MP Room**  
**Time: 10:00 am – 11:30 am**

**Time: 2:00 pm – 3:30 pm**

**G. Michael Payton**  
**Executive Director**  
**OHIO CIVIL RIGHTS COMMISSION**



### ***“Understanding Rater Bias”***

A workshop that focuses on developing valid and reliable screening criteria and structured interviews.

Mary Pat Marchion, a 29-year veteran of state employment, is the Test Development Manager in the Ohio Department of Administrative Services’ Office of Test Services. She started her public service after graduating from the Ohio State University with a Bachelor’s degree in English Education. With the exception of a five-year stint managing an adult basic skills education program, she has spent her career developing and validating selection procedures and advising agencies in their selection efforts.

**When: November 30, 2004**  
**Where: BTSU, Room 201**  
**Time: 10:00 am – 11:30 am**

**Mary Pat Marchion**  
**Test Development Manager**  
**OHIO DEPARTMENT OF**  
**ADMINISTRATIVE SERVICES**

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For additional information contact the Office of Equity & Diversity @ (419) 372-8472

Series sponsored with support of the Office of the Executive Vice President