Register in this half-day conference which helps employers …
- address issues regarding gender “rules” in the workplace;
- legal considerations; and
- promote a culture of inclusion and respect.

Optional: OSU Executive Management Briefing luncheon presentation with Moira Forbes, President and Publisher, ForbesWoman

Presented by the
OSU Spears School of Business and the
Oklahoma International Women’s Forum (OIWF)
#TIMES UP | April 18, 2018 | 8-11:30 A.M.
Cole’s Garden | Oklahoma City
(across from the National Cowboy & Western Heritage Museum)

Now more than ever in this decade, employees and employers have a lot of questions around discrimination and harassment in the workplace. In the wake of recent events that have unfolded in Hollywood, U.S. politics, the Olympics and more, the conversation around gender equality and a harassment free workplace is even more prevalent. During these sessions, we will explore the issues that have been keeping employers up at night surrounding gender roles in the workplace, legal considerations and how to promote a culture of inclusion and respect. Participants will walk away with a better idea of how these recent events could impact their workplace, and what they can do to be proactive during this vital time. This conference is presented by the Oklahoma State University Spears School of Business and OIWF.

AGENDA

8-8:30 a.m. REGISTRATION

8:30-9:15 a.m. MEN, WOMEN & SEXUAL POLITICS: A WORKPLACE HISTORY
A great deal of media and research attention has been paid to gender, gender roles and sexual harassment at work. The bulk of this attention focuses on the personal and work implications for women. Reality Check: It is not all about women and organizations have been managing sexual politics for generations. Sexual politics (including attraction, relationships, favoritism and harassment) are frequently misunderstood, disregarded or mismanaged. As men and women increasingly cooperate alongside one another and compete for coveted leadership roles, some traditional gender role assumptions limit collaboration and contribute to workplace sexual politics. This presentation uncovers the bases of these gender roles including societal and organizational culture, as well as the positive and negative implications of sexual politics for men and women.

Lex Smith-Washington, Ph.D.
Assistant Professor of Management, Spears School of Business, Oklahoma State University

9:15-10 a.m. PREVENTION OF SEXUAL HARASSMENT
Employers have a legal obligation to maintain a workplace that is free of sexual harassment. In this session, we will address strategies to reduce an employer’s exposure to claims and lawsuits. We will focus on three steps that every employer must take to minimize the possibility of an adverse judgment. Participants will also receive guidance on the dangers of retaliation. Almost half of all EEOC claims filed in the last year alleged retaliation. Preventing sexual harassment is not just good business, it’s the law.

Griffin Pivateau, J.D.
Associate Professor of Legal Studies in Business, School of Business, Oklahoma State University

10-10:45 a.m. HARVEY WHO AND #METOO: WHERE DO WE GO FROM HERE?
Recent media attention has unearthed the impact that occurs when a blind eye is turned on critical issues like sexual bullying, harassment and assault. In this session, we will examine some of the recent events that have intensified the conversation around discrimination and harassment and talk about what employers should be doing now to promote a workplace of inclusion and respect. Participants will discover ways to think differently about how to educate employees on these important topics and create a culture of accountability.

Abbey Davis, MBA
MBA, Adjunct Instructor of Management and Director of the Eastin Center for Career Readiness in the Spears School of Business, Oklahoma State University.

10:45-11:30 a.m. DISCUSSION PANEL/Q & A SESSION

11:30 a.m. ADJOURN

12:00-1:30 p.m. LEADING THROUGH POWER CHANGE, EXECUTIVE MANAGEMENT BRIEFING
National Cowboy and Western Heritage Museum (optional to attend)
Moira Forbes
President and Publisher, ForbesWoman
Alexis Smith-Washington, Ph.D., is an Assistant Professor of Management in the Spears School of Business at Oklahoma State University. She has presented seminars to such organizations as Employee’s Group Assurance Division, Oklahoma District Attorney Council, Oklahoma Municipal Court Clerks, and QuikTrip. Her areas of expertise span workplace issues such as gender, diversity and status, politics and influence, as well as the design and utility of health and safety training interventions. Dr. Smith-Washington received her doctorate in Organizational Behavior at the A. B. Freeman School of Business of Tulane University and her bachelor’s degree in psychology from Rice University.

Griffin Pivateau, J.D., is an Associate Professor of Legal Studies in the Spears School of Business at Oklahoma State University. He has presented webinars on religious discrimination law for the employer, preventing retaliation in the workplace, prevention of bullying, and defensive drafting of employee handbooks. His research explores employment law and its impact on business environment. His work addresses issues of employee mobility, discrimination, and dispute resolution. Numerous legal treatises and journal articles, as well as state and federal courts, have cited his research. Dr. Pivateau received his Juris Doctorate at the University of Texas.

Abbey Davis, MBA., is currently the Director of the Eastin Center for Career Readiness and an adjunct management instructor in the Spears School of Business at Oklahoma State University. Before joining OSU, Abbey worked as a fulltime corporate HR professional specializing in the areas of talent development, organizational development, performance management and compensation. She has supported internal business clients with these specializations in both energy and manufacturing industries. Abbey received her bachelor’s degree in human resources and MBA from OSU. In 2016, Abbey was recognized as an Outstanding Young Alumni for the Spears School of Business. Outside of the Eastin Center and teaching, Abbey also stays connected with students through the Spears mentoring program and serving on the OSU MBA Advisory Board.

Moira Forbes, is the President and Publisher of ForbesWoman and also the Executive Vice President of Forbes Media, where she is responsible for programming and branding Forbes events worldwide and driving new business initiatives across the company’s diverse media platforms. She is currently the host of Success with Moira Forbes, a video series on the Forbes Video Network, featuring candid, one-on-one interviews with today’s top women leaders.

Optional:
Leading through Power Change, Executive Management Briefing
National Cowboy and Western Heritage Museum
**GOLD SPONSOR $2,000**

☐ Yes! I wish to be a gold sponsor of the OSU #Time’sUp Conference | Oklahoma City, OK | April 18, 2018  
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$2,000: Includes 8 registrations to the conference, 8 registrations to the Executive Management Briefing luncheon presentation featuring Moira Forbes, and prominent recognition in promotion and at the conference. (Deductible- $520 Non-deductible- $1,480)*

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Please make check payable to OSU Foundation.

*The amount of the contribution that is deductible for federal income tax purposes is limited to the excess of any money contributed over the fair market value of goods or services provided. We estimate the fair market value of the goods or services received to be the non-deductible portion shown above.

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**INDIVIDUAL REGISTRATION**

☐ #Time’sUp Conference and Moira Forbes Executive Management Briefing luncheon | $210 per person  
☐ #Time’sUp Conference only | $125

**MULTIPLE REGISTRATION DISCOUNT**  
**EIGHT OR MORE PEOPLE**

☐ #Time’sUp Conference and Moira Forbes Executive Management Briefing luncheon | $185 per person  
☐ #Time’sUp Conference only | $100

Please make check payable to Oklahoma State University.

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**REGISTER ONLINE AT cepd.okstate.edu**

Registration includes materials and refreshments. Lunch included if registered for the OSU Executive Management Briefing featuring Moira Forbes, 12:00 – 1:30 p.m.

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**PAYMENT INFORMATION**

☐ A check payable to the OSU Foundation (for sponsorship) or Oklahoma State University (for individual) is enclosed for the amount of $________.

Mail registration form and check to: OSU Center for Executive and Professional Development | Spears School of Business  
215 Business Building | Oklahoma State University | Stillwater, OK 74078-4011 USA

☐ If paying by credit card, please fax registration form to 405-744-6143 or call 405-744-5208

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