



JOIN US FOR THE 14TH ANNUAL

Gainesville-Alachua County Employment Law Seminar

JUNE 26, 2024 | 9:00AM - 1:00PM

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OUR SPEAKERS



DAMON F. KITCHEN | PARTNER
**CONSTANGY, BROOKS, SMITH
& PROPHETE, LLP**



FABIAN A. RUIZ | SHAREHOLDER
GRAYROBINSON, PA



NORMAN SEAVERS III
CORPORATE DEVELOPMENT
FACILITATOR
**SANTA FE COLLEGE
CONTINUING EDUCATION &
WORKFORCE DEVELOPMENT**

THIS YEAR'S TOPICS:

- Recent Development in Employment Law
- Social Media Policies – Best Practices
- Assessing and Improving Your Adaptability: Key Factor in Determining Success in the Workplace

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Alachua County Equal Opportunity Office
City of Gainesville, Office of Equity and Inclusion

CLE Credits Available

FL Bar: 4.0 Credits
HRCl: 3.5 Credits



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AGENDA

9:00 AM - 9:10 AM

WELCOME AND INTRODUCTIONS

Zeriah Folston, Director
City of Gainesville, Office of Equity & Inclusion

Jacqueline Chung, Manager
Alachua County Equal Opportunity Office

9:10 AM - 10:30 AM

RECENT DEVELOPMENTS IN LABOR & EMPLOYMENT LAW

Damon F. Kitchen, Esq., Partner
Constangy, Brooks, Smith & Prophete, LLP

10:30 AM - 11:30 AM

SOCIAL MEDIA POLICIES: BEST PRACTICES FOR EMPLOYERS

Fabian A. Ruiz, Esq., Shareholder
GrayRobinson, P.A.

11:30 AM - 11:50 AM

BREAK

11:50 AM - 12:50 PM

ASSESSING AND IMPROVING YOUR ADAPTABILITY: KEY FACTOR IN DETERMINING SUCCESS IN THE WORKPLACE

Norman Seavers III, Corporate Development Facilitator
Santa Fe College Continuing Education & Workplace Development

12:50 PM - 1:00 PM

CLOSING

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DAMON F. KITCHEN, Managing Partner and the Jacksonville, Florida, Office Head of the law firm of Constangy, Brooks, Smith & Prophete, LLP. Mr. Kitchen's practice is limited exclusively to the representation of public and private sector management clients in all kinds of labor and employment matters before state and federal courts and administrative agencies. He received his B.A. degree from Wake Forest University and his J.D. degree from the Walter F. George School of Law at Mercer University.

Mr. Kitchen is a member in good standing of The Florida Bar and The State Bar of Georgia. He is a past Chair of the Council of Sections of The Florida Bar, and the Labor and Employment Law Section of The Florida Bar.

Mr. Kitchen is board certified to practice labor and employment law by The Florida Bar and is "AV" rated by the Martindale Hubbell Law Directory. Mr. Kitchen is also listed in Best Lawyers in America, Florida's Super Lawyers, and Chambers USA. Mr. Kitchen is a frequent speaker.

FABIAN A. RUIZ, Shareholder, GrayRobinson PA. Mr. Ruiz represents employers and executives in both unionized and union-free environments. He has obtained successful resolutions on behalf of his clients in single plaintiff, multi-plaintiff, and class and collective actions in both state and federal courts, and has also represented clients before federal, state, and local administrative agencies including the Department of Labor, the Equal Employment Opportunity Commission, the Florida Commission on Human Rights, and the Miami-Dade Commission on Human Rights.



Additionally, Fabian has successfully arbitrated public and private sector labor and employment matters from inception to complete dismissal, including in the media, finance, healthcare, restaurant, food and grocery retail, and construction industries.

While Fabian is adept at handling litigation and administrative charges for clients, a central focus of his practice is providing employers with preventive counseling and training, in both English and Spanish, on a host of employment law topics, including sexual harassment and discrimination, hiring, discipline and discharge, wage and hour regulations, independent contractor classification issues, and alternative dispute resolution. Fabian is skilled at trouble-spotting and has conducted company-wide audits of employee classifications, compensation practices, and equal employment practices.

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NORMAN SEAVERS III, Corporate Development Facilitator/Consultant. Mr. Seavers worked as a Research & Development manager and trainer before becoming an independent product development consultant and continuing education instructor. He is well regarded as an instructor demonstrating personal passion and excitement for the success of his target audience while expressing concepts and ideas in practical ways that produce connection.

He served on multiple cross-functional teams meeting the training and education needs of US based and international clients in the medical research community, academia, and commercial agencies including the product development, medical device, allograft and organ and tissue banking industries. The training opportunities allowed him to serve the needs of a wide range of personnel from customer service and call center staff to surgical technicians, clinical team leaders, and management staff.

Norman's experience includes entrepreneurship, startup development and support, corporate training, and continuing education with local agencies focused on workforce development and enhancement. He values each opportunity to serve his local community through work with business-driven programs supporting organizations hiring new talent or growing their existing talent base. Norman's clients and colleagues describe his capacity to connect and train as creative and effective, creating salient memories that aid in recall and safe practice moving forward. Norman is an effective facilitator of communication to address problems, procedures, or concerns.

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