

THE PROGRAM

One day, three tracks, and the tools to act on Monday

No corporate script. No comfortable euphemisms. Real solutions you can use now.

AUGUST 28, 2026 · THE QUAKER HOUSE, WASHINGTON DC · IN PERSON & LIVESTREAM

KEYNOTE · LIFT OUR VOICES

Gretchen Carlson & Julie Roginsky

moderated by Kim Williams

MORNING

Morning Plenary

MAIN HALL · 8:45 AM TO 12:00 PM

One room, the whole field: the cost of harm, the science of it, and the keynote that frames the fight.

8:45 AM

15 MIN

Open the Day

KIM WILLIAMS

Welcome, tone, and the housekeeping that makes the day work: code of conduct, camera consent, and CLE / HRCI sign-in.

9:00 AM

10 MIN

What It Costs

ANDY REGAL

Four decades in high-pressure newsrooms, what the toxic bosses took, and the human story the rest of the day builds on.

9:10 AM

10 MIN

Program Overview

KIM WILLIAMS

The shape of the day, and an introduction to the FEAR NOT Framework.

9:20 AM

30 MIN

The Exact Cost of the Brilliant Jerk

KIM WILLIAMS · EMILY HERRON & VANESSA KAHKESH, RIPPLING

Putting a dollar figure on the toxic high performer, and showing why a two-year pattern in the data cannot be waved off.

9:50 AM

30 MIN

The Bullied Brain

DR. JEN FRASER

What fear does to the brain at work: harm that brain imaging makes measurable rather than metaphorical.

10:20 AM

10 MIN

BREAK

10:30 AM

10 MIN

The Laws Are Coming

ANDREW COHEN

Why protected-class frameworks fail workers with real harm, and where the Workplace Psychological Safety Act is headed, federally and locally.

10:40 AM

25 MIN

The Price of Human Assets: How Insurance Prices People in the Intangible Economy

JAMES FELTON KEITH, INCLUSIONSCORE

Did you know that an intangible asset is balance-sheet code for human capital? It has become the dominant factor of production, yet our accounting systems, insurance markets, employment law, and governance structures still price organizations as though physical assets create most of the enterprise value.

11:05 AM

45 MIN

Keynote: Lift Our Voices

GRETCHEN CARLSON & JULIE ROGINSKY · MODERATED BY KIM WILLIAMS

From the newsroom to Congress, and the fight to end the NDAs and forced arbitration that keep workplace harm out of public view.

11:50 AM

10 MIN

Morning Q&A

MODERATED BY KIM WILLIAMS

Audience questions across the morning faculty to close the plenary.

AFTERNOON · THREE CONCURRENT TRACKS

Choose Your Track

All three run 1:00 PM to 4:00 PM. Pick where you are right now.

/ Target Track

MAIN HALL

For employees building and documenting their case. A sequential build: collect the evidence, document what the harm did to your body, rehearse the hard conversation, then meet the lawyer who can act on it.

1:00 PM

10 MIN

Open the Room & the Safety Briefing

STEPHANIA ALEXANDER

The safety briefing in full, then the instruction: open your device, we start working now.

1:10 PM

45 MIN

Working Lab: Build Your Record

CIERRA GROSS & GRACIE GILLIGAN

Hands-on documentation in real time: what to capture, how to log it as fact rather than feeling, where to store it. Leave with a record actually started.

1:55 PM

30 MIN

Documenting the Physical Harm of Invisible Injuries

DR. HELIANA RAMIREZ, WORKPLACE TRAUMA RECOVERY

Where psychological injury shows up in the body and the medical record, and how to talk to your doctor so it is measured and documented.

2:25 PM

10 MIN

BREAK · THE SEAM BETWEEN BUILDING YOUR RECORD AND USING IT

2:35 PM

30 MIN

The Hard, Right Conversation

JAMES VOYTEK, SIMULOS

Rehearse the confrontation against an avatar that challenges and gaslights your reality, so the real one does not catch you flat.

3:05 PM

30 MIN

Inside the Investigation

SHERRY STREICKER

What an investigator is actually assessing, what happens to your complaint, and how to recognize an institution deciding not to look.

3:35 PM

25 MIN

Closing: Connecting the Dots, and the Lawyer

ZARA NORTHOVER, OLY · LEGAL AVIATORS

You have a record, a medical trail, a rehearsed account, and a read on the investigation. This is how you find the person who can act on it.

/ HR Track

BREAKOUT A · HRCI & SHRM CREDITS INCLUDED

For HR professionals navigating executive pressure from the inside, with the FEAR NOT Framework as the throughline.

1:00 PM

10 MIN

Opening Remarks & Framing

GRACIE GILLIGAN, THE FAIR PATH PROJECT

Why HR is uniquely positioned and uniquely exposed, and the FEAR NOT toolkit attendees take with them.

1:10 PM

50 MIN

Trauma-Informed HR: Communication, Fear, and the Full Universe of Workplace Harm

ARIANNA SESSOMS & JORDYN BATTLE, FUTURES WITHOUT VIOLENCE

Understanding power-based violence and its impact on the world of work, trauma-informed approaches to supporting employee survivors while navigating the vicarious trauma HR itself carries, and building psychologically safe workplaces through changes to policy, procedure, and culture.

2:00 PM

30 MIN

Inside the Insurance Market: EPLI as an Accountability Lever

LAUREN GOLANTY, THIRD TO FIRST

How employment practices liability insurance actually works, and how HR can use it to make harassment visible and addressable: the mechanics of EPLI, how today's structures can quietly insulate abusive actors, reframing conflict as first-party operational risk rather than a third-party legal claim, and engaging CFOs, risk officers, and brokers as accountability partners.

2:30 PM

15 MIN

BREAK

2:45 PM

45 MIN

Why Bully Culture Is Bad for Business

DR. JONATHAN ASHONG-LAMPTEY, ELEMENT OF INCLUSION

Counting the costs of ignoring workplace harm across four threads: translating harm into terms the business understands, documenting its human and financial cost while building on Kim's Rippling work on the Brilliant Jerk, using evidence-based practice to position HR as a strategic advisor, and building a business case tied to retention, productivity, pipeline, and reputation. Attendees leave with a practical framework to count the cost.

3:30 PM

30 MIN

Closing Discussion & Audience Q&A

FULL HR FACULTY · MODERATED BY GRACIE GILLIGAN

Cross-session threads and practical next steps for taking the day's frameworks back to work on Monday.

/ Attorney Track

BREAKOUT B · CLE CREDITS AVAILABLE

For attorneys exploring every path to accountability: alternative theories, the evidence bridge, and the ethics and policy of systemic change.

1:00 PM

10 MIN

Opening Remarks & Framing

ANDREW COHEN

Why this CLE is different: moving beyond protected-class litigation models to the harm those frameworks miss.

1:10 PM

50 MIN

Panel I: The Legal Foundation

EDGAR NDJATOU (MOD.) · CHRISTEL BEST · BARBARA ZABAWA

Alternative theories, pleading that survives a motion to dismiss, and the fast-emerging compliance risk around workplace wellness and mental health.

2:00 PM

55 MIN

Panel II: The Evidence Bridge

MAHIR NISAR (MOD.) · JOE WADE · ERICA T. HEALEY-KAGAN

Building a contemporaneous record and turning invisible psychological injury into admissible proof, through trial and appeal.

2:55 PM

45 MIN

Panel III: Leverage, Ethics & Systemic Change

ANDREW COHEN (MOD.) · DAN PETERSON · THOMAS FREEMAN

Forced arbitration, NDAs, and the ethics of silencing mechanisms, plus the cross-disciplinary work of durable reform.

3:40 PM

20 MIN

Closing Discussion & Synthesis

FULL ATTORNEY FACULTY · MODERATED BY ANDREW COHEN

Cross-cutting litigation strategies, coming legislative developments, and building interdisciplinary advocacy networks.

CLOSING

Closing Plenary

MAIN HALL · FROM 4:15 PM

The whole room comes back together to land the day somewhere human, and leave with resolve.

4:15 PM

15 MIN

Wellness After a Hard Day

RYAN PICARELLA, WELLNESS ALLIANCE

How to metabolize a hard day rather than carry it home, and why psychological safety is infrastructure, not a perk.

4:30 PM

20 MIN

Leadership: Courage & Kindness

GREGG WARD, CENTER FOR RESPECTFUL LEADERSHIP

Respect as a set of specific, repeatable actions, and something concrete to do on Monday morning.

4:50 PM

5 MIN

Thank-Yous, Group Photo & Healthy Hour Invite

ANDY REGAL & KIM WILLIAMS

Thank yous to speakers, crew, and sponsors, a group photo from the stage, and the invitation into the Healthy Hour.

4:55 PM

Healthy Hour

MAIN HALL & LOBBY

Mocktail bar, guided peer conversations, and the Target Track clinic corner. A chance to land the day somewhere human.

Claim your seat

In person from \$95, virtual from \$49. Seating is limited.

BUY TICKETS

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