



# EEOC

## TRAINING INSTITUTE

U.S. Equal Employment Opportunity Commission  
Los Angeles District Office

# Employer Challenges and Pitfalls with the ADA

July 28, 2022

9:00 am – 12:15 pm (PDT)

12:00 pm – 3:15 pm (EDT)

## AGENDA

### Time Presentation

8:30 am Virtual Environment Opens

9:00 am **Opening Remarks**

Christine Park-Gonzalez, Acting District Director, EEOC Los Angeles District

Rogelio A. Colón, Outreach & Education Coordinator, EEOC Los Angeles District Office

9:05 am **The Interactive Process & Reasonable Accommodations**

Diane Arkow Gross, Supervisory Administrative Judge, EEOC Los Angeles District Office

Nakkisa Akhavan, Supervisory Trial Attorney, EEOC Los Angeles District Office

Tracie DeFreitas, Principal Consultant/ADA Specialist, Job Accommodation Network (JAN)

Understanding when an individual is asking for an accommodation and going through the interactive process can be daunting for some. Judge Gross and Ms. Akhavan walk through case scenarios and provide practical tips for recognizing an accommodation request, the benefits of the interactive process, and where employers may violate the ADA, even with the best of intentions.

11:05 am Break

11:10 am **How the COVID-19 Pandemic has Changed the ADA Accommodation Discussion**

Nicole St. Germain, Lead Outreach & Education Coordinator, EEOC Los Angeles District Office

For the past year, the country has been returning to a new normal, and how workplaces navigate the new landscape of ADA accommodations can either benefit them or hamper their progress. Ms. St. Germain provides strategies for effective accommodation discussions.

12:10 pm **Closing Remarks**

Christine Park-Gonzalez, Acting District Director, Los Angeles District

12:15 pm Adjourn

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**REGISTRATION FEE: \$150.00 per person**

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**CREDITS:**

HRCI – This program has been submitted to the HR Certification Institute for review.

SHRM – submitted for approval.

CLE – seeking credits.

Federal Counselor or Investigator Refresher credits – pending.

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