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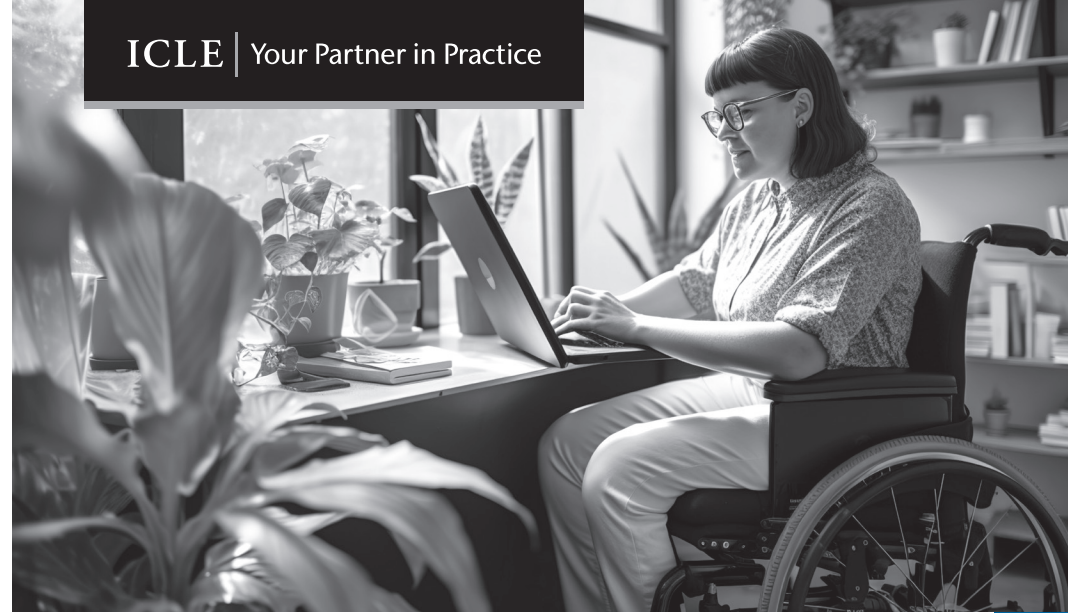
THE UNIVERSITY OF MICHIGAN
INSTITUTE OF CONTINUING LEGAL EDUCATION

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NOVEMBER 2, 2023 | SAINT JOHN'S RESORT, PLYMOUTH

ADA Accommodation Workshop

Please make your payment online with credit card at www.icle.org/ada

ADA Accommodation Workshop

11/02/23 Plymouth | Saint John's Resort
On-Demand Seminar Available 11/23/23

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Prices guaranteed until 11/02/23. Cannot combine discounts. ¹Please attach additional sheet listing registrants attending. All registrations must be submitted and paid for at the same time. **Complete Seminar Policies:** www.icle.org/info/seminarpolicies. **Cancellation Policy:** For a full refund, notify ICLE by 10/19/23. Registrants who cancel after that date will be charged a \$25 cancellation fee. No refunds will be issued after 10/26/23. **Walk-in Registrations:** Permitted on a space-available basis or if registrants fail to claim their seat in the first 15 minutes of the seminar. **Accommodations:** A discounted block of rooms has been reserved at Saint John's Resort in Plymouth under ICLE's *ADA Accommodation Workshop* for 11/01/23. Please call 734-414-0600 to reserve a room. Reservations must be made by 10/11/23. Registrants are responsible for their own hotel expenses.

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Labor & Employment Law Section
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ADA Accommodation Workshop

Navigate Tricky ADA Accommodation Issues

November 2, 2023 | Saint John's Resort, Plymouth
On-Demand Seminar Available 11/23/23

CLE: 3 | HRCI: 3 | SHRM: 3 | Level: Intermediate

In this interactive workshop, experts walk you through typical ADA accommodation scenarios. Avoid common mistakes counsel and HR professionals make and focus on best practices for each scenario. For each scenario, you'll get a 360-degree view of the situation from our speakers: a plaintiff's lawyer, management's counsel, a human resources lawyer, and an EEOC investigator.

This practical, hands-on approach to accommodations identifies critical ADA workplace developments, including significant court cases, the EEOC's latest policies, and EEOC Enforcement Guidance on the ADA and Pregnancy Discrimination Act.

You will be able to:

- Navigate the EEOC Enforcement Guidance on the ADA and Pregnancy Discrimination Act
- Get an EEOC investigator's perspective on the intake interview
- Identify what is necessary to have a "qualified" individual with a "disability"
- Grasp conduct rules, "reasonable accommodation" requirements, and the latest on medical examinations
- Analyze and document the most common accommodation issues
- Train supervisors on guidelines for regarding an employee as disabled
- Handle telework/remote work as an accommodation

Contributors



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Moderator
Jennifer L. Lord
Pitt McGehee Palmer
Bonanni & Rivers,
Royal Oak

Schedule (Registration and Continental Breakfast Start at 8:00am)

- 9:00am** Introductions and Review Case Study Fact Pattern
- 9:20am** Scenario 1: Employee Asks HR for Accommodations
Documenting the process (dos and don'ts); accommodating pregnant employees; when telecommuting is a reasonable accommodation.
- 9:50am** Scenario 2: Employee Asks Supervisor for Accommodations
Critical employer policies; proper documentation; common traps to avoid.
- 10:20am** Scenario 3: HR Professional Consults Unit Supervisor to Determine Accommodations
Checklist of questions to ask; leave as an accommodation; serial leave extension issues.
- 11:05am** Scenario 4: Employee Files EEOC Charge
EEOC investigator intake interview; what investigator looks for when conducting the interview (beyond just who/what/why/where); tips for working with the EEOC investigator.
- 11:35am** Scenario 5: Employer Consults Lawyer
Best practices for when an employer consults lawyer before making any accommodation decisions; best practices for when an employer consults lawyer after making a decision about accommodations.
- 12:05pm** Wrap-Up
Key takeaways for lawyers; key takeaways for HR professionals; critical documents and lessons learned; get your questions answered.

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This Program has been approved for 3 HR (General) recertification credit hours toward aPHR™, aPHRI™, PHR®, PHRca®, SPHR®, GPHR®, PHRI™ and SPHRI™ recertification through HR Certification Institute® (HRCI®). You will receive the program ID number upon request.

The use of this seal confirms that this activity has met HR Certification Institute's® (HRCI®) criteria for recertification credit pre-approval. For more information, please visit www.hrci.org.



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