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Accommodations Under the ADA: What is Enough?



Presented by:

Edward F. Harold

Phone: (504) 592-3801

Email: eharold@laborlawyers.com

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NOW THAT EVERYONE HAS A DISABILITY ...

- The ADAAA changed the focus from disability to accommodations
- More Requests
- More EEOC Scrutiny



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CHANGE

- Changes to the job application process
- Modifications to the work environment – including how a job is performed
- Changes so that a disabled employee can enjoy equal benefits and privileges



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SOME BASICS

- “Reasonable”
- Individual
- Preferential



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KARNAK SAYS ... NO

- The Process Is The Key
- Employers Who Try, Win
- Employers Who Bury Their Head In The Sand, Don't



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KNOWLEDGE IS POWER

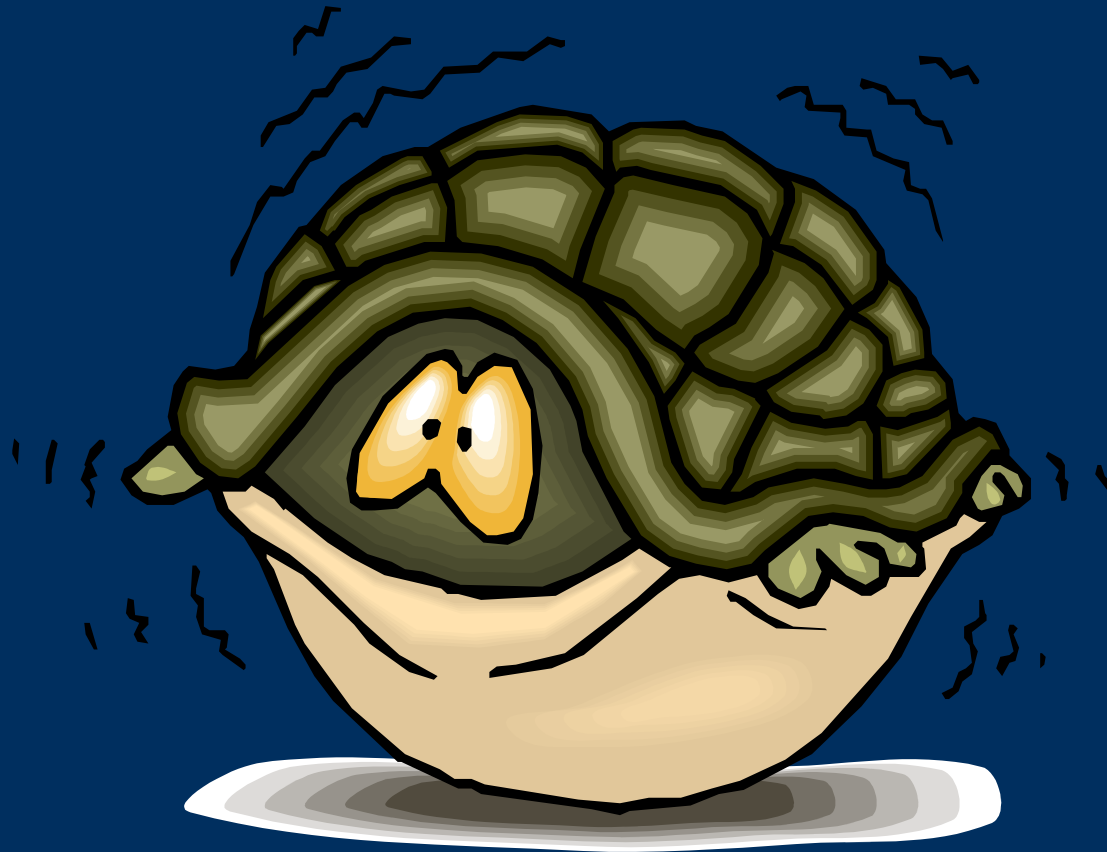
- Medical Information
- Job Information
- Comparator Information
- Legal Information



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MAKE A DECISION



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COMMUNICATE

- To Employee
- To Supervisor

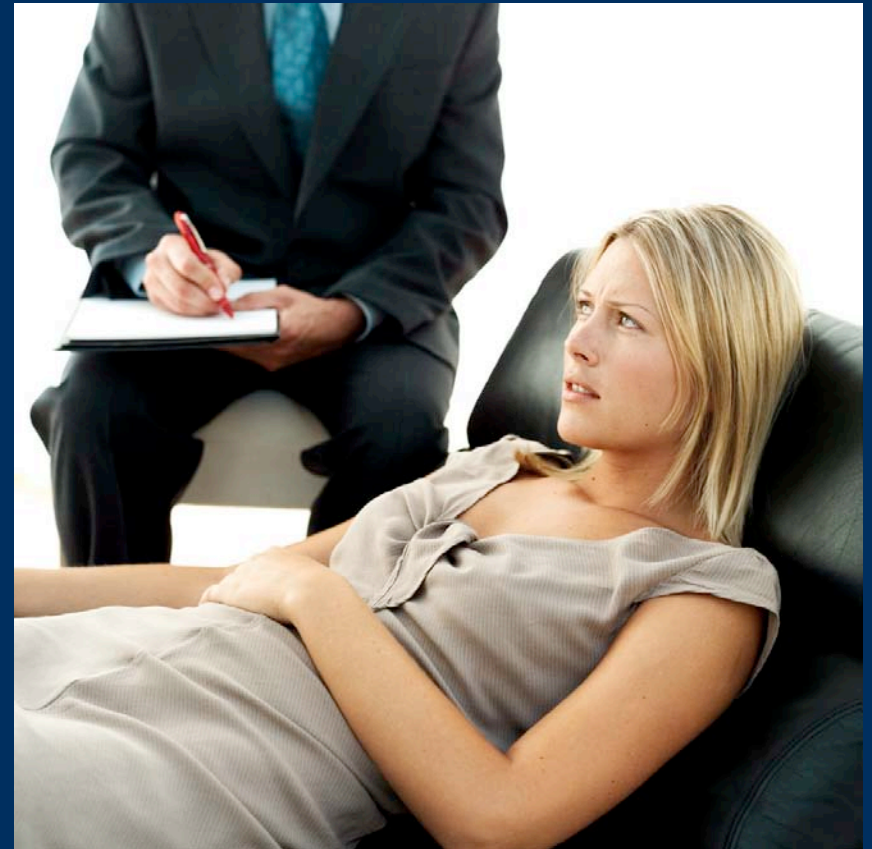


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MENTAL DISABILITIES

- Threats
- Outbursts
- Harassment
- Appearance
- Tardiness
- Threat of Harm



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ALTERNATIVE SCHEDULES AND LOCATIONS

- Work from Home
- Video Conference
- The Coffee Shop



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LIGHT DUTY

- Worker's Compensation Insurers
- Effective Programs



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ATTENDANCE AND LEAVE

- Long Term
- Short Term
- FMLA
- Policies
- Pay

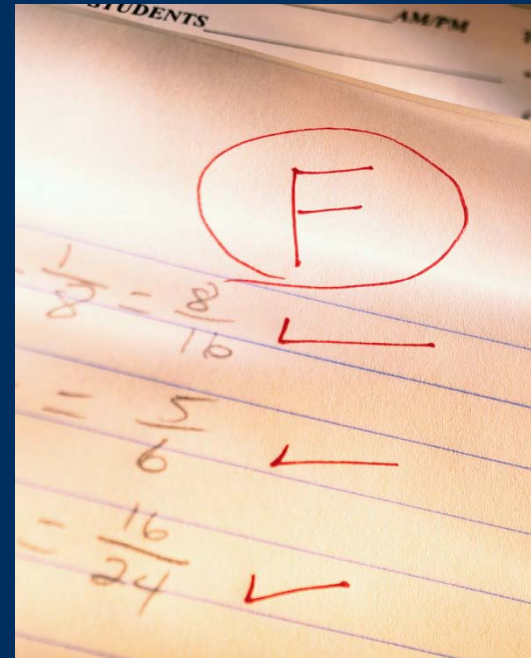


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HOW TO FAIL

- Assumptions
- Incomplete Information
- Too Much Time
- Someone Else's Problem



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HOW TO SUCCEED

- Prepare
- Train
- Follow Through



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QUESTIONS?

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