



BREAKFAST BRIEFING

aalrr Atkinson, Andelson
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Mental Disability: An Analysis of the Interactive Process and Reasonable Accommodation

Presented by Robert Fried, Partner

Employers can find themselves on the wrong side of a claim when mental health issues arise in the workplace and those issues are not addressed or treated appropriately. Recognizing, addressing and accommodating an employee's needs can often be a difficult task, but signals during employee evaluations, employees not "fitting" in, casual talk in the break room, or apparent job "burn-out" may require attention. Areas of focus include:

- Myths and stereotypes about mental disabilities
- Recognizing barriers to employment
- Signals that often go unrecognized that indicate a disability
- Checklist approach to the interactive and reasonable accommodation process
- Identifying possible accommodations
- Exceptions to the reasonable accommodation requirement
- The special needs of trauma, PTSD and abuse victims
- The special needs of veterans, first responders and physicians at risk

Join us for this **complimentary** informative session to unravel the many facets of the interactive process and reasonable accommodation. Through the use of case examples depicting everyday workplace scenarios, we will offer a tangible process to identify and address accommodation needs in an effort to insulate your organization from disability discrimination claims.

Date/Location

Friday, September 20, 2019

Registration | Breakfast: 8:30 a.m.

Program: 9:00 to 10:00 a.m.

Atkinson, Andelson, Loya, Ruud & Romo

Conference Center

1050 Northgate Drive, Suite 520

San Rafael, CA 94903

Register Online at www.aalrr.com

For more information contact Jane Novotny
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Presenter

Robert Fried, Partner

Robert is an appointed member of the California Committee on Employment of People with Disabilities (CCEPD) advances employment for people with disabilities by making policy recommendations to the Secretary of the Labor and Workforce Development Agency and the Secretary of the California Health and Human Services Agency. He has defended class actions in the subject area of today's seminar. He also provides counseling in the area of PTSD and trauma issues in the workplace.

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