

# ARE DISABILITY ACCOMMODATIONS KEEPING YOU UP AT NIGHT?

Breakfast Briefing

Event  
Apr 6, 2016

## Are Disability Accommodations Keeping You Up at Night? *Fisher Phillips Breakfast Briefing*

Join us for breakfast and a discussion on a hot HR topic. This complimentary event is a great opportunity to network and talk with other HR professionals and our lawyers in an informal and collaborative setting to get the information you need to stay in the know. Upcoming month:

Disabilities and the accommodation process have notoriously been one of the most difficult areas for employers to navigate. It is also one of the areas most likely to get employers sued. For years, employers have asked questions like: my employee has been out on leave for 8 months, can I terminate her? Is infertility a disability and do I need to accommodate In Vitro Fertilization? Or, my employee wants to return, but he can no longer do the job, do I have to bring him back? Disability laws have traditionally been so liberal, that employers are left struggling to accommodate anything and everything. Most recently Federal and California Courts have finally issued some favorable rulings for employers regarding the accommodation process. And yet, the EEOC has identified disability accommodation as a hot issue of enforcement for 2016. In this briefing, we will go beyond the basics of the ADA, FEHA, and the ADAAA and discuss the difficult situations employers face. We will also talk through the new cases and what they mean for employers and where the EEOC is headed. Finally, we will give practical tips for determining when "enough, is enough" and help you prepare

## Related People



**James C. Fessenden**

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for the year to come.

**Date and Time:**

Wednesday, April 6, 2016

7:30 a.m. – 8:00 a.m.

*Breakfast and Registration*

8:00 a.m. – 9:00 a.m.

*Presentation*

9:00 a.m. – 9:15 a.m.

*Questions*

**Location:**

Fisher Phillips

4747 Executive Drive

Suite 1000

San Diego, CA 92121

There is no cost to attend this briefing, but seats are limited and will likely fill up fast.

Please RSVP online no later than April 5, 2016.

If you have questions, please contact Jackie Greenbaum at [jgreenbaum@fisherphillips.com](mailto:jgreenbaum@fisherphillips.com).

*\*\*This program has been submitted to the HR Certification Institute and SHRM for review.*