



CCAO to discuss ADA reasonable accommodations in webinar next week

The line between what constitutes a reasonable versus unreasonable accommodation under the Americans with Disabilities Act (ADA) is not always clear. The wrong decision can lead to an expensive mistake for the employer or at a minimum require time and expense to demonstrate that the accommodation provided was reasonable. In any case, effective risk management for employers on the front end can limit legal work on the back end.

Join CCAO and employment lawyer Jeff Stankunas of Isaac Wiles for this Second Wednesday webinar on Thursday, Nov. 12 at 9:30 a.m. to discuss recent case law concerning what accommodations have been required and not required of employers to meet the burden under the ADA. Some of the accommodation requests that will be discussed include the following frequent employee requests:

- to work from home and to be excluded from the requirement to be on-call or work overtime;
- to have a new supervisor or to be shielded from dealing with other employees;
- to have the assignment of a particular office or parking space;
- for a scent or irritant free environment;
- for unpaid leave, part-time status, or reassignment;
- for the presence of a “therapy animal.”

To register for this exceptional educational opportunity, please click on this link: <https://attendee.gotowebinar.com/register/1288850098468883713>. If you experience difficulty in registering online, please contact [Amanda Jones](#), CCAO program assistant, and provide her with your name, title, employer and email address. For additional information regarding the topic for this webinar, please contact [Brad Cole](#), CCAO managing director of research. [Read more...](#)

*Date changed due to the remembrance of Veterans' Day on Wednesday, Nov. 11.