



Second Wednesday's

November 12, 2015 *
Reasonable Accommodations Under the ADA

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. In this webinar, employment lawyer Jeff Stankunas of Isaac Wiles will 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."

Speaker: Jeff Stankunas, Esq. is a partner with the law firm of Isaac Wiles and chairs the firm's Labor and Employment Law Practice Group. He is responsible for all aspects of representation of public officials and local government clients in business matters. Prior to joining Isaac Brant, now Isaac Wiles, Jeff served as an assistant attorney general for the State of Ohio, where he practiced in the Employment Law Section. Jeff received his Juris Doctor degree from The Ohio State University Michael E. Moritz College of Law.



Registration: Webinar participants may pose questions during and after the presentation. To register for this exceptional educational opportunity, please click on this link: <https://attendee.gotowebinar.com/register/1288850098468883713>

If you experience difficulty in connecting to the link above while registering, please contact [Amanda Jones](#), CCAO Program Assistant, and provide her with your name, title, employer, and email address. **Webinar participation on November 12, 2015 is limited to the first 500 to sign-on to the webinar that morning.** For additional information regarding the topic for this webinar, please contact [Brad Cole](#), CCAO Managing Director of Research.

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