

Partnerships to Employment Conference

April 24, 2007

Employer Track

The Americans with Disabilities Act: A Hiring and Job Retention Tool Must reasonable accommodation requests be written? May an employer require disability medical information or documentation? What is an effective (and legal) way to discuss reasonable accommodation needs during a job interview? When is alcoholism considered a disability? The ADA has been in effect for more than 14 years and it is still confusing. We will clarify disability definitions, what is a reasonable accommodation, essential and marginal job functions, successful interview techniques, confidentiality and direct threat/safety issues. Plenty of time is allowed for your questions.

Kathy Gips, *New England ADA Center*
9:15 - 10:15 AM

Accommodating Individuals with Hidden Disabilities This session will offer practical solutions to accommodate individuals with hidden impairments, such as: learning disabilities, psychiatric disabilities, diabetes, and fibromyalgia. Attendees will learn about common limitations associated with hidden disabilities, and workable accommodations that enable employees to be productive on the job. Participants will learn how to identify common workplace issues and to develop strategies to implement successful accommodation solutions. Actual accommodation solutions from the JAN database will be shared and active participation will be encouraged.

Kendra Duckworth, *Job Accommodation Network*
10:30 - 11:30 AM

Understanding and Confronting Stereotypes This fast-paced, interactive session encourages reflection and critical thinking about stereotypes. Why do we form them? Are they valid? What we can do about them? We will explore what distinguishes useful generalizations about a group from faulty, distorted, or harmful perceptions, and discuss techniques to address stereotypes. We may not be able to eliminate all stereotypes, but we can manage our minds to be less controlled by them, and help others to do the same.

Judith Kaye, *Judith Kaye Training & Consulting*
1:45—2:45 PM

Tap Local Talent - RI Resources Many local companies have benefited from recruiting and retaining employees with disabilities. Let local experts help you find the tools and strategies you need. Participants are encouraged to ask questions and share concerns. In this interactive session, learn strategies for success from members of the RI Business Leadership Network and about local resources.

Steve Tamburro, *Raytheon*
RIBLN Members
3:00 - 4:00 PM