Please stand by for realtime captions. >> Please stand by for realtime captions. >> Your webinar will begin shortly. Please stand by. >> Please stand by for realtime captions. >> Good afternoon and good morning. Welcome to the Explore VR webinar. The reasonable accommodations process part one of a two-part webinar. Part two of this webinar will be on March 31 is Thursday at 2 PM Eastern time 11 PM Pacific. My name is Katie Allen and I'm a knowledge translation associate at the Institute for community inclusion peer I will say a few logistical points before we begin. First we ask that participants listen to today's webinar through computer speakers or headphones. If you must call into the webinar today, please mute your phone. This is to avoid broadcasting and recording any background noise or environment through the webinar. If you cannot find the mute button, pressing star six will mute most phones. Second if you experience any technical difficulties during today's webinar, please email Rafael Wayne house.

rafael.wainhaus@umb.edu The email address will remain on the screen throughout the duration of the presentation. If you experience issues try causing all other Internet applications and logging out and logging in to the webinar. Third, at the end of the presentation there will be a question and comment box located in the upper right corner of your screen. We encourage you to type all questions and comments in this box when it appears. We reserved time at the end of the presentation to answer and address your questions and comments. Fourth there will be a link to an evaluation that will appear in your screen at the end of the question and answer period after the presentation. Please follow this link to complete the webinar evaluation. If you are a certified rehabilitation

Counselor requesting CRC credit you must complete the evaluation to receive credit. This webinar is worth one CRC credit. Finally the webinar is being recorded and will be archived on www.Explore VR.work. After this live webcast , when you visit Explore VR you can find information about all archived webinars and upcoming ones as well. Now your host Laurie Ford from the University of Washington Center of community and rehabilitation will introduce the presenters and agenda for today's webinar.

Good morning everyone. As Katie said, my name is Laurie Ford I'm with the Center for continuing education and rehabilitation at the University of Washington. We are one of the partners of the drop given vocational rehabilitation technical assistance Center, JD-VRTAC. I want to welcome you to the first of our two-part series on the reasonable accommodation process for vocational rehabilitation counselors. We thank you for joining us. I'm going to briefly review the objectives for this series and also give you some information about the job driven VR technical assistance Center and then it will turn it over to our expert speakers Eva Larrauri and Andrea Olson. The objectives for part one today are to briefly review the basics of the American's abilities act ADA and the definition of disability . As you know every system has its own definition of disability and it varies a little across programs. We will discuss what is a reasonable accommodation and what isn't. Look at the steps of the interactive process between the employer, the employee, and the vocational rehabilitation counselor, and look at disability and employment data. There will be some time for questions and comments on today's material at the end.

On Thursday, we will go back and dig into it a little more deeply. We will look at the needs and wants of all the players. The employers, customers, people with disabilities and the VR counselors.

We will look at strategies and best practices for VR counselors and again take questions from the audience and look at resources for identifying accommodations. It will be a very applied series in this webinar. Very applied material. >> The job driven vocational rehabilitation technical assistance Center is funded by the Department of Education. The rehabilitation administration. For the purpose of improving the skills of state VR agency staff , other rehabilitation professionals, and provide is a VR services to be trained to provide job driven VR services and support to people with disabilities, employers, and customized training providers. Rob - -

job driven meaning the focus on business community and employers as a primary customer for VR services in addition to the individuals disabilities who are being served. There are four topic focuses with the job driven center. The first is business engagement. That is the area we're looking at today. Along with employer supports providing support to businesses that are - - have employees with disabilities. The third is using labor market information as part of the process in the fort being customized training providers such as apprenticeship programs, community college programs, and other programs that train individuals for specific drops - - jobs and specific employer groups.

This is a big project. It's national in scope. There are many partners. The Institute for community inclusion at University of Massachusetts in Boston. Thus the primary drivers of the project and the partners include jobs for the future located in Boston. University of Arkansas , University of Washington, the Council of state administrators of vocational rehabilitation CSAVR the business leadership network, the VL and the Association of universities centers and disabilities and the national counselor a state agency for the blind. A lot of people involved in a lot of different pieces. I will turn it over to our speaker for today Eva Larrauri . She will be taking the lead role today as I understand and Andrea Olson will be taking the lead role on Thursday when we dig deeper into the material. Andrea and Eva are both staff on the northwest ADA Center which is located at the Center for continuing education and rehab.

Thank you, Lori. I am excited to be here. I will try to introduce myself first and I will have Andrea introduce herself. Just to give you a little bit of background. I used to be a vocational rehabilitation counselor for about 14 years. With the Washington state department of the blind. I work with a variety of folks with primarily blindness. Or low vision. Part - - hard of hearing or a combination of deaf / blind or a variety of disabilities. That is primarily what I have done for the past 14 years. I am now with the University of Washington Center for continuing education. Working primarily at the northwest ADA Center. As an assistant director working with staff here and also covering Alaska, Idaho, Oregon, and Washington. In providing work for the region. I will have Andrea introduce herself.

Thank you. My name is Andrea Olson. I am also a certified rehabilitation Counselor. I have experience representing employers in the reasonable accommodation project so I bring a perspective from the employer's point of view. As well as the employee. I am also a technical first responder for northwest ADA and my location is primarily Oregon and Southwest Washington.

Thank you, Andrea. Let's begin. Let's look at slide six. I will give you a little background about our structure. The northwest ADA Center is a project in the Center for continuing education and rehabilitation. We are under the Department of rehab medicine at the University of Washington. As you can see you have a photo there at the bottom left of the campus. That is the Red Square. And also a logo of the center for continuing education in the middle of that. It added the national network. We belong to a national network across . Primarily, the purpose of the northwest ADA Center is to really carry out and provide technical assistance, training, material dissemination, research, and public awareness requiring the Americans with disabilities act. We provide information to mostly people with disabilities businesses, architects to a variety of folks that require information or technical assistance related to the law. ADA national network role and structure. There are 10 centers across the state. And Northwest ADA Center is part of region 10. Again we cover Alaska, Idaho, Oregon, and Washington in providing technical assistance and training. We are funded by the federal grant through

NIDILRR which is the national Institute on disability, independent living, and rehabilitation research. Also, with the passage of the workforce innovation opportunity act, NIDILRR has a new home in the administration for community living within the department of human services. Which used to be housed and under the name of NIDR in the partner of education. Before we get going to have to mention a couple of disclaimers on slide eight. Which of the information material and or technical systems are provided by the northwest ADA Center. It's intended as a general

and are neither the determination of your legal rights and responsibilities under the ADA or any other law nor binding on any agency with enforcement responsibilities under the ADA. The northwest ADA Center is funded under the grant from administration of community living, NIDILRR, however the contents do not necessarily represent the policy of the ACL, and you should not assume endorsement from the federal government. >> What is the ADA? The Americans with disability act is really a civil rights law whose purpose is to ensure integration of people with disabilities into all aspects of life. Particularly into the workplace, or employment. It was through these segregation by institutionalization , discrimination, and exclusion of people with disabilities from the community life that led the disability rights movement to really challenge the way in which people were treated and labeled by society. The manner in which disability is popularly perceived has a profound impact upon the way in which people with disabilities are considered to have a legitimate role in society. The ADA covers the following protections for people with disabilities. Title I which is employment, title II in state and local government, and this is including companies , universities, libraries, anything public. Title III, in places of public accommodation or essentially businesses whether profit or nonprofit like restaurants, hotels, retail stores, and many more. Those are covered , or the compliance has to be part of title III. And then title for , telecommunication companies offering telephone service to the general public must have telephone relay service to individuals who use telecommunication devices. For the deaf like the TTY or similar devices that they could use. And then finally, title five, which addresses the provisions of prohibiting retaliation a course in a people with disability in asserting their rights under the ADA. >>

What is the definition of disability? Disability is a physical or mental impairment that - - substantially limits one or more major life activities. A record or past history of such an impairment, or being regarded as having a disability. Is the three prong that the amendment act of 2008 did not change the definition. I wanted to clarify this. This is important. The terms within the definition have been clarified. So the clarification is

what is limiting, what are major life activities. Water episode at conditions, and what are the mitigating measures and what is considered as regarded as a disability? Those are some of the clarification that the amendment act has provided. >> Disabilities under the new act, the ADAAA. So an application or an employee who meets the ADA definition of disability could have the following conditions. Psychiatric disability, cancer, HIV or AIDS, seizure disorders, respiratory disease, diabetes, infertility, these are just some of those conditions and they are not limited to this. And there is also on this slide a photo of a gentleman on his computer in a wheelchair. If an applicant or employee has a disability and is qualified to do a job the ADA protects them from discrimination on the basis of their disability. It also includes short-term, long-term, part-time, full-time, and probationary employees. >> Who is a qualified individual with a disability? According to the act, one must satisfy the skills experience, education, and other job-related requirements of the position. They also must be able to perform the essential functions of the job , with or without reasonable accommodation. A person is not a qualified individual with a disability if they solely have a perceived disability or only have a record of a disability , but there is no current disability. The ADA now refers to individuals with a disability and qualified individuals as a separate term. The changes to the regulation reflect changes made by the

ADAAA which are intended to make the primary focus of an ADA inquiry whether discriminations occur. Not whether an individual meets the definition of the disability. An individual must establish that he or she is a qualified candidate for the job in question. Let's talk about reasonable accommodations. What is the definition under the ADA? Reasonable accommodation is any modification or adjustment to the application or hiring process , to the job, and employment practice, or the work environment that allows a qualified individual with a disability to perform the essential functions of the job, and enjoy equal opportunity in the workplace. It means that if the ability to perform marginal function is affected by the disability, the employer must provide some type of reasonable accommodations such as job restructuring but but may not include an individual with a disability who is satisfactorily performing a job essential function. >> When they talk about equal opportunity, it talks about equal employment opportunity. Which is the opportunity to obtain the same level of performance or to enjoy the equal benefits and privileges of employment of others. It means an individual with a disability has rights and privileges in employment equal to those of employees without disabilities. >> With that protection, also there comes responsibility from the employee themselves. When it comes to reasonable accommodation request, there are three processes or requirements or guidelines that an employee can follow. What is that the process must be initiated by the employee with a disability. That means there is going to be a disclosure of their disability. Employee

- - employees may be asked to provide documentation which will be needed for accommodations and also they need to be involved in the process. Of identifying effective communication. Or accommodation. Also oral requests for accommodations are okay despite any contrary company policies. They can make a request orally to their supervisor or HR. >> Let's talk about questions. Disability disclosure and what can employers ask in a little bit. Under the law disclosing a disability is not required. It's really a personal choice. Except one requesting reasonable accommodations. Also reasonable accommodation may be requested verbally or in writing which serves the purpose of disability disclosure. As I said. And that employees are potential employees may request accommodations at any time throughout the hiring or employment process. Once a reasonable accommodation is requested, the employer and the individual should discuss the individual's needs precise limitation, resulting from their disability so discussing functional limitations. Not necessarily the diagnosis. The barriers to performing those essential job functions. And identify the potential reasonable accommodations that could overcome these limitations. Another thing we will discuss later on is where more than one accommodation would work, the employer may choose the ones that are less costly or are easier to provide. >> Disability questions. In an application, an employer can not ask or it's really a voluntary question, for applicants to check is do you have a disability. This could be part of the application question, and it is not required. It's a voluntary answer. During an interview, no disability

related questions may be asked. The law prohibits anything that will disclose disability related questions. What can an employer asking applicant or employee? Disability inquiries, so post conditionals job offers . Disability related questions may be asked and medical exams consistent with the business needs, may be required. However, the job offer may not be rescinded solely based on the answers. This is the part where it gets tricky. Both for the employer, and the employee.

During employment, no disability related questions may be asked. All disability and accommodation information goes in a separate, confidential file. Let's talk about this. Generally employer - - whether an employer can ask a reasonable accommodation is needed when employees has been asked for one. Generally they can't ask that. As a general rule , the individual with a disability who has the most knowledge about the need for reasonable accommodation must inform the employer that it accommodation is needed. However an employer should initiate the reasonable accommodation interactive process without being asked if the employer knows the employee has a disability and they know or have a reason to know that the employee is experiencing problems because of the disability. Or they know or have a reason to know that the disability prevents the employee from requesting a reasonable accommodation. Those are generally acceptable. For employers to do. >> This is Andrea. I will give you an example. If an employee consistently shows up late for work, it's not necessarily an may be the employer might sense something is related to a disability. The best practices for an employer or supervisor to say I've noticed you been coming in late to work for a while. And then ask if there is anything they can do. To help. To help you get to work on time. That would be an example. >> If the individual with a disability states he or she does not need a reasonable accommodation, by doing so, the employer has already fulfilled their obligation. To have that initial interactive process. >> The ADA requires the employer to provide effective reasonable accommodations for employees. To determine the effectiveness of accommodation EOC recommends an interactive process.

After the employee has made a request to his or her employee - - employer, for a reasonable accommodation, the employer and employee should engage in an informal interactive process. And to determine the best accommodation for that person. So Jan offers this process

that employers can use in determining appropriate and reasonable accommodations. This is important to know that interactive process is not a requirement under the law. The only way you could show and document that an employer has made a good-faith effort of complying with the ADA law, is to really have an interactive process. Employers have the option or choice to create or have their own process regarding how interactive processes are exercised within their employees. For the process employer's needs to recognize that an accommodation has been made. It is intended to be informal process between employer and employee together - - to gather information needed to process the request. And that both employee and employer should explore the different accommodation options. It requires both of their work together and also it's possible that an input from an outside provider like a medical provider may be needed.

This is Andrea. Jan stands for job accommodation network. We will provide that accommodation at the end. >>

Again talking about interactive process. The employer may choose among reasonable accommodations , as long as the choices effective. Even though they can make those choices, the accommodation has to work for the individual. For the employee. Second, the employer may offer alternative suggestions again,

the alternate has to be equally effective.

The question to ask is is proving to be effective in meeting the needs of the business, and employer? Some accommodations are straightforward. Why is it that reasonable accommodation is a big issue? For some, it's a difficult process to achieve. There are some common variables that impact accommodation requests. I will describe them in the few slides later. Some employers I have spoken to over the phone by calling our ADA Center hotline, and they say the following. There are very little interaction happening with the employee. Another one employer said the request isn't reasonable. Employers are really not able to provide as an example. Andrea could give an example of what could be unreasonable. Oftentimes work from Tom. - - Home. If the position has to be for example a customer service or receptionist, it would be challenging for an employer to require that position to be in the office. And if they're requesting to work from home that would be a hardship for that business or that entity. To provide that accommodation. That's an example. Another one is - - this one is often times one of the biggest issues. Withholding information I the employee. Really not providing enough information so that they can provide that approval. That's important for you as you work with your customers to really provide that guidance and how to - - articulate the need to their employers.

This is another issue that comes up. Employers have a different perception or idea of what an appropriate accommodation should be for the employee. These are often the issues with the call that we get from employees. They said this is what they want. The employer doesn't think this would work. So there's an area where you could provide more information and guidance to your customer and helping them achieve that employment goal.

This is Andrea. With regard to either the employer or your customer, feeling that it accommodation is not effective, I am a big fan of trial periods. For example if the customer says my employer says that they will only give me this accommodation and I know it's not effective, you can encourage your customer to participate in the trial. That will provide evidence that the accommodation was indeed not effective. It also shows that the employee was cooperative in the process. The same thing for the employer. If the employer doesn't want to provide a specific requested accommodation from the employee, the employer could be persuaded by the employee to allow the employee to try the accommodation for a period of time. >> What are some types of reasonable accommodations? Modifying a job, a policy, a facility for accessibility, modifying tests and training materials,

providing a product, equipment, or software. To modify or design a product, modify your work schedule, obtain a service, or to reassign a possession - - vacant position. These are some examples of accommodations. Again, where more than one accommodation would work, the employer really may choose the ones that are less costly or that it is easier to provide. >> When Mike and employer not be obligated to provide a reasonable accommodation. And employer doesn't have to provide in accommodation if doing so would really cause an undue hardship to the employer. An undue hardship means when an accommodation is expensive, too difficult, disruptive, to the work environment or will fundamentally change the nature of the position.

Another consideration is if it causes a direct threat, a significant risk or threat to the safety of the employee or others that cannot be eliminated or lesson by reasonable accommodation. However an employer may not refuse to provide in accommodation just because it involves cost. They still need to explore accommodation requests and look at other options. And employer does not have to provide the exact accommodation the employee or job applicant wants. Looking at other options and an employer can choose from those options. >> Let's look at some facts about accommodations. Over 70% of employees with disabilities never requested accommodation. That's according to the job accommodation network recent survey. Also cost effectiveness switches 58% of employers reporting cost data paid nothing. And that 74% of employers report that accommodations are effective. That's a big outcome. Now looking at the pie chart, the cost of John accommodations. Employers report no costs or low-cost and of those that did not have a cost the typical or one-time expenditure was only $500. On the pie chart you could say it says 58% in blue, the majority of it has no cost 36% one-time costs, 4% on the ongoing Anglo costs. This could be related to a be a software update that would occur. In anyone. In 1% of the costs related to a combination of both one time in annual costs. >> The next slide our statistics presented in a table. They talk about the most common issues on ADA charges filed in the US. This data is geared back

from 2008-2010 and also reflecting 2014. According to Cornell University survey accommodation still ranks second in the most common issues on ADA charges in the US. Which is 29.94% . Number one ranked his discharge which is 59.14% the third is terms/conditions, 21.01%. The fourth is harassment at 16.12%, number five is discipline, 10.51%

hiring, 6.1% and constructive discharge is 4.23%. Even to this day there are only up to 18 states reported to be following ADA compliance. Here in Washington, region 10, Alaska, Oregon and Idaho and many other states, continue to need more intervention and assistance and are failing to follow the disability law. Even California . One of the most compliant states in the nation, is also the most [ Indiscernible ] when it comes to ADA. Under the California law, any violation of the ADA is considered a civil rights violation. And subject to a minimum statutory penalty of $4000 plus attorney fees. They are very strict about compliance. >> This list represents the ADA higher rate of tired - - charges. According to the survey, smaller establishments , establishments with large parent organizations, federal contractors, multiunit headquarters, establishments with a high proportion of minority employees relative to state or industry level. And sectors of transportation and services that is compared to manual /professional and sale sectors. It shows that these are findings that could understand employer type that they value additional support around implementing the ADA as they have been subject to higher rates of charge activity. For example, the finding suggests that smaller employers do not have extensive HR structures in place and may need support in creating a more inclusive and accommodating environment. In terms of federal contractors, that have a affirmative action around

employing individuals with disabilities have a higher charge perhaps as a result of more rates awareness - - rights awareness and knowledge could be provided. One of our objectives for the next part of the webinar is to discuss and focus on those specific strategies of how you as a rehab professional or VRC can assist qualified employees with disabilities and address these issues and implement necessary best practices

for research based models regarding reasonable accommodations. You have an important goal in invoking the rates of employees under the ADA so

it is really crucial for you as a rehab service provider to fully understand the ADA and reasonable accommodation process. And be able to educate and provide employer support and concrete accommodation needs of your customer.

What are some reasonable accommodation common variables. So here are some lists. This is not all-inclusive. It has culture, attitude, coworker support, it employer preparation, nature of request, cost, and timing. On this list one of the biggest barriers to reasonable accommodations is probably attitude. Attitude about people with disabilities. You continue to see this being portrayed in the media, through social media and politics. With that, he said, comes coworkers resentment toward the employee with a disability. Again, it is very important to really prepare your customer to respond to this negative reaction for common misperceptions about someone's function or limitations. Reasonable accommodations are provided and not for preferential treatment it's really for benefit of the business and all for the employees for the employee job satisfaction and also for employees to have the ability to perform their tasks effectively.

Let's remind ourselves of the reasons and provide the information to your customers. Are there any additions to that Andrea?

I think we are on schedule. We might only need to do one poll so we have time for questions. >> Let's look at this challenge scenario.

Rodney is an HR professional for service agency. He is a seizure disorder. His morning meds cause him to be sluggish and drowsy so he takes advantage of the employers flex time. One day his supervisor informs him he can no longer be late and suggest the doctor changed his medication regimen. Rodney is eventually suspended without pay. He formally requested accommodation allowing Tim to arrive before 11:00 as long as he works the required 35 hours per week. The request is denied without conversation with Rodney. Is this a reasonable request or not? >> We can close the poll. It looks like 80% says it's a reasonable request. Only 20% says it is not.

Let's address the importance of framing the credible and useful accommodation case to address and create solutions. In this case clearly Rodney was not provided reasonable accommodations. Such as the interactive process we talked about. The three steps mentioned earlier it is clearly that he is going to request an accommodation adjusting to his schedule so he can be more effective on the job. >> There is a question asking for examples of undue hardship and direct threats. Off the top of your head do any of you have a specific example? >> I will give an example of an undue hardship. Undue hardship is someone - - of the business if an accommodation was for let's say someone was a receptionist in a small business. In the small business and the minimum required for meeting the ADA or the state laws and it was a receptionist position where all customers come in and are greeted by this person. If this person requested a telework it might be not work out because reading customers and handling the front area of an office may be an especial - - essential function so that might be an undue hardship. As far as direct threats can you think of any?

I think sometimes some people may request a service animal and the employer cannot allow any type of animal in terms of an accommodation it also depends on the state you are in and they might request to have

service snake or something. That could be a potential threat to other people. Or coworkers I can't think off the top of my head. In terms of that. I can get some examples because I have had some calls about if that is considered a direct threat. >>

We're person who had a seizure disorder and wanted to be promoted into position him where he would be driving a forklift in the warehouse. And it's clear that would be a danger because of his seizure activity. The thing that I was talk about is the there has to be evidence that there is actually a danger to the person or the coworkers. The employer cannot make the assumption based on the appearance or the disability category. People are asking if employers of all sizes are covered by the ADA. >> Under the ADA there are 15 employees are more are covered. In Washington state though the requirement is only eight employees. In Alaska, only one employee

so it depends on the state you are in. It depends on your state requirements.

So the ADA says 15 but your state may be more stringent. The rule of thumb is that the broad coverage that is provided to people with disabilities that would be the guidance or the law you would follow.

There are a couple questions going back to the case study we just took a look at with Rodney. One question is would it be reasonable accommodation request if he didn't ask for the accommodation until after he had been suspended. >> That is a good question but a gray area. One can argue from both perspectives. I've experienced an employee about to be fired and the request for accommodation came before the action took place. It is up to an employer to make the decision on whether or not they feel comfortable following through on whatever action they are taking. It could be a decision made by management whether or not to engage with the employee in the interactive process. The other thing is there are multiple perspectives but from my perspective seemed reasonable that these don't take place but perhaps the interactive process can find its way so that when the employee returns to the workplace then that employees given the opportunity to meet the requirement.

It's a little fuzzier.

Guest. It is a gray area.

What recourse do workers have if there reasonable request is turned down. >>

Again if so is a gray area, but reasonable accommodation process is it has to be fluid. There has to be an interaction that happens. If it turns down, the employee has the legal course to question why it was turned down and what was the reason they turned it down. And they can contact our Center for clarifying or guidance or even filing a complaint if they don't agree with the decision.

Here's another question. Going back to the change in the law, what was the rationale for changing the terminology regarding the qualified individual with a disability. Whether a person has a disability or not they can still be discriminated against on the basis of history of disability etc. Why do you think they took that out of the law? >> There may be some confusion on that. It isn't that it was taken out of the law, people who are regarded as or discriminated because of a history of disability, they don't have a rate to accommodations. They still have a rate to alleged discrimination based on disk disability. If an employer regards them as disabled when they are not asking for an accommodation. Or if they have had a history of having a disability. I hope that helps.

And also I can clarify that. When they talk about qualified persons with disability. They are talking about employment law. When you talk about the general term disability, that would apply to places of public accommodation or other provisions of the law. They want to clarify that qualified person with the disability is really referring to employment. - - Employment law. >> Some people regarded as having a disability would still be protected under the ADA, but the party that they would not have access to would be asking for accommodation since they don't have a need for that.

Yes.

That's a good clarification. >> What is an example of someone who is regarded as having a disability?

Someone who acts differently than other people. When I was working with an employer solely on reasonable accommodation I had a manager asked me if a person had a disability. It was all based on [ Indiscernible ] it wasn't my place to answer yes or no. They were basing that question on the person's behavior. Human beings act in a variety of different ways. It doesn't mean you have a disability. If you are a little on the weird side. In terms of personality. >> It's really when you are regarded that people are making assumptions. There is no evidence or proof it's really people that regard you because of their judgment. >> I've heard a lot of people making guesses about some of the political candidates lately. But particular disabilities what ones they may be experiencing. >> We have a couple minutes. Do you want to quickly go over the documentation slide .

For documentation described it important to describe why documentation is needed. So that you can verify the disability and the need for accommodation. Identify the types of professionals and provide that documentation and as a counselor you could provide that information to the employer when it comes to essential functions of the job. Also describe the type of information needed in the documentation. And slide 33, documentation continue has a cover disability, functional limitations that the person experiences because of the disability. Suggested accommodations in the workplace and if there's information provided that is not clarified the employer may send to a professional of their choice. That is common the third part because they want a third-party or second party opinion.

Thank you.

It's also at the employer's expense if they decide to send an employee to a professional.

We are out of time. Let me point out that you do have the contact information for Eva and Andrea as well as the toll-free number for your nearest ADA Center. If there are questions we did not get a chance to address this morning, perhaps you may want to email either Eva or Andrea before Thursday and then if there are things that we have a chance to go over one week get back together on Thursday at the same time. So 11:00 our time on the West Coast, and 2:00 on the East Coast. The last slide shows resources for the ADA questions . The ADA national network, the toll-free number will hook you up with the ADA Center in your region and then the job accommodation network or JAN which is mentioned during the presentation. Wonderful information, and also contact information for the equal employment opportunity commission and the Department of Labor employment and training administration. Katie you have the last word.

Thank you everyone. Thank you Eva and Andrea and Lori for your presentation. In a moment we will switch to the next screen and on the screen there will be an evaluation link. That is how you can receive years Searcy credits. Also we encourage everyone who participated today to complete the evaluation is useful for us. Just to let everyone know the next webinar, part two, is this Thursday, March 31 at 2 PM Eastern time, 11, 11 AM Pacific time. Any questions you may have can carry over to that webinar if you are registered. You can register on Explore VR.org.

See you on Thursday.

[ Event Concluded ]