



EEOC

TRAINING INSTITUTE

U.S. Equal Employment Opportunity Commission
New York District ★ Philadelphia District ★ Washington Field Office

PEELING BACK THE LAYERS: MENTAL HEALTH ISSUES AT WORK

May 4, 2021

9:30 am – 4:00 pm EDT

AGENDA

TIME	PRESENTATION
9:30 am	Virtual Environment Opens
9:55 am	Opening Remarks Judy Keenan, District Director, EEOC New York District Office
10:00 am	Overview of Psychiatric Disabilities and EEO Laws Katrina Grider, EEOC Associate Director of Curriculum, Education and Training This session will focus on the obligations that employers have with employees who have mental health issues under the Americans with Disabilities Act (ADA). When are psychiatric disabilities covered by the ADA? When can employers ask employees questions about their mental health and what types of accommodations are available? What actions can employers take to deal with workplace performance issues that may be related to a psychiatric condition?
11:00 am	Break
11:10 am	Mental Health and Wellness in the Workplace Nakisha Pugh, Senior Policy Advisor, Office of Disability Employment Policy (ODEP) Diana Gulick, Associate Director, Benefits and Wellbeing, Merck Creating a workplace culture that supports all employees is a good business practice. This panel discussion will provide successful approaches to wellness and proven business practices that replace the silence and stigma associated with mental health with acceptance and compassion. The panel also will provide practical information on awareness, accommodations, assistance, and access.
12:10	Lunch

Michael Rojas
(929) 506-5331

michael.rojas@eEOC.gov

Mary Tiernan
(267) 589-9787

mary.tiernan@eEOC.gov

Marcel Baldwin
(216) 306-1127

marcel.baldwin@eEOC.gov

Monica Colunga
(202) 921-2803

monica.colunga@eEOC.gov



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12:40 pm

Mental Illness and Access to Services in Communities of Color

Chanté Meadows, MSW, LISW-S, Meadows Counseling Group

Ms. Meadows believes that it is imperative to change negative stigmas associated with mental health. This presentation will discuss the unique challenges facing communities of color and will cover important steps employers can take to implement effective impactful policies for employees. The discussion will explain how some policies or practices may be an impediment to seeking help. Ms. Meadows works with clients of color and will share her perspective from that lens.

1:40 pm

Break

1:50 pm

Workplace Accommodations for Mental Health Impairments in the Time of COVID-19

Melanie Whetzel, M.A., CBIS Lead Consultant, JAN

Linda Carter Batiste, J.D., Principal Consultant, JAN

Melanie Whetzel and Linda Batiste, long-time consultants for the Job Accommodation Network (JAN), will discuss accommodating employees with mental health conditions in the workplace. Using real life situations, the presenters will illustrate some of the issues that have been created by the pandemic, often due to rapid changes in routine, the need to adapt quickly, and social isolation from forced telework. These changes have exacerbated symptoms for some employees with existing mental health conditions and triggered an increase in anxiety, depression, and substance use disorders such as opioid addiction. The presenters will discuss ways to address these issues and provide relevant ADA rules and best practices.

2:50 pm

Break

3:00 pm

Q&A Encore Session with the Presenters

4:00 pm

Closing Remarks

Jamie Williamson, District Director, EEOC Philadelphia District Office

REGISTRATION FEE: \$255.00

[REGISTER HERE: New York ★ Philadelphia ★ Washington Virtual Workshop](#)

CREDITS:

HRCI and SHRM – submitted for approval

CLE – will seek credits for DE, OH, VA, and WV

This seminar has been approved for 5 hours of Federal Counselor or Investigator Refresher credits.

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