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**U.S. Equal Employment Opportunity Commission
Dallas District Office**

Creating Inclusive Workplaces for Individuals with Hidden Disabilities

April 10, 2024

12:00 pm – 2:15 pm Central

11:00 am – 1:15 pm Eastern

Virtual Workshop

AGENDA

- | Time | Presentation |
|-------------|---|
| 11:30 am | Virtual Environment Opens |
| 12:00 pm | Opening Remarks
Travis Nicholson, District Director, EEOC Dallas District Office |
| 12:05 pm | Mental Health and ADA: Facts, Myths and Some Secrets to Success
Suzanne Anderson, Assistant Regional Attorney, EEOC Dallas District Office
<p>This session will help employers gain an understanding of the Americans with Disabilities Act (ADA) and its application to mental health issues in the workplace. EEOC plays a crucial role in addressing discrimination and reasonable accommodations for employees with mental health conditions. With a focus on ADA litigation and EEOC guidance, this session aims to help workers and managers discover the secrets to success when approaching mental health issues and requests for reasonable accommodation in the workplace.</p> |
| 1:05 pm | Mental Health Matters: The Most Frequently Requested Workplace Accommodations
Melanie Whetzel, Principal Consultant and Team Lead, Job Accommodation Network (JAN)
<p>Accommodating cognitive and neurological disabilities, particularly mental health conditions in the workplace, may pose unique considerations that do not exist with other disabilities, as the need for accommodations may not always be apparent. Potential complexities may arise in understanding employee limitations, identifying the root causes, and determining effective accommodations. Join us for a session exploring the most requested accommodations for complex scenarios in the workplace. Discover how JAN can help organizations navigate the complexities of accommodating employees with mental health conditions while promoting productivity and well-being. Extensive and pertinent resources will be provided.</p> |
| 2:05 pm | Questions and Answers
Tonya Lennox
210-640-7560
tonya.lennox@eeoc.gov |



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Time Presentation

2:10 pm **Closing Remarks**

Ligita Landry, Deputy Director, EEOC Dallas District Office

2:15 pm **Adjourn**

REGISTRATION FEE: \$275.00 per person

REGISTER HERE: [Dallas Virtual Workshop](#)

CREDITS:



"This program has been approved for 2.0 (HR (General) recertification credit hour(s) toward aPHR™, aPHRi™, PHR®, PHRca®, SPHR®, GPHR®, PHRI™, and SPHRi™ recertification through the HR Certification Institute. The use of this official seal confirms that this Activity has met HR Certification Institute's® (HRCI®) criteria for recertification credit pre-approval.



This program has been approved for 2.0 PDCs.

The U.S. EEOC is recognized by SHRM to offer Professional Development Credits (PDCs) for SHRM-CP® or SHRM-SCP® recertification activities.

Federal Counselor or Refresher credits have been approved (2 hours).

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PRESENTER BIOGRAPHIES

Suzanne Anderson, Assistant Regional Attorney, EEOC Dallas District Office



Suzanne Anderson is the Assistant Regional Attorney for the EEOC Dallas District Office. Ms. Anderson has litigated employment discrimination cases in federal district courts under Title VII of the Civil Rights Act of 1964 (Title VII), the Age Discrimination in Employment Act (ADEA), the Equal Pay Act (EPA), and the Americans with Disabilities Act (ADA). Ms. Anderson has obtained notable jury trial and judgments under Title VII, EPA, and the ADA. During her more than 30 years with the EEOC, Ms. Anderson has worked cooperatively with defendants and their counsel to resolve lawsuits with consent decrees achieved through negotiation and mediation, including as much as \$4 million.

Ms. Anderson is Board Certified by the Texas Board of Legal Specialization in Labor and Employment Law. She is admitted to practice in the Northern District of Texas, Eastern District of Texas, Western District of Texas, and the U.S. Fifth Circuit Court of Appeals.

Ms. Anderson received her J.D. from the University of Texas at Austin in May 1987. She also holds Bachelor of Journalism (News and Public Affairs) and Bachelor of Arts (Government) degrees from the University of Texas at Austin.

Ligita Landry, Deputy Director, EEOC Dallas District Office



Ligita Landry is the Deputy Director for the U.S. Equal Employment Opportunity Commission (EEOC) Dallas District which includes jurisdiction of Dallas, San Antonio, El Paso, and southern New Mexico. She shares the responsibility of planning, directing, and coordinating the work of enforcement, mediation, outreach, hearings, and other function areas in Dallas District. Ligita is the Dallas District Systemic Coordinator, overseeing the district systemic docket looking for pattern and practice discrimination.

Prior to serving as Deputy Director, Ligita served as the Director of the El Paso Area Office. Since she joined the EEOC in 2001, Ligita has held the positions of Acting Enforcement Manager, Enforcement Supervisor, and Investigator in other offices – San Diego, Los Angeles, New Orleans, and El Paso. Ligita led staff, office processes and operations in her leadership capacities, identified, developed, and resolved cases, class and systemic investigations, outreach in the community, on labor-management councils, committees, served as a trainer for New Investigator, Respectful Workplace, and Systemic trainings.

Ligita has a Bachelor's degree in Business Administration with concentration in Public Policy from the University of Phoenix and MBA from Loyola University New Orleans. She is a member of Federally Employed Women (FEW) and National Society for Human Resources Management (SHRM).

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Travis Nicholson, District Director, EEOC Dallas District Office

Travis Nicholson is currently the District Director of the EEOC Dallas District. Mr. Nicholson began his career with the EEOC in 2009 as a Bilingual Investigator with the EEOC's Detroit Field Office. During his tenure with the Detroit Field Office, he investigated charges alleging violation of the statutes enforced by the Commission. Mr. Nicholson was the EEOC Charlotte District Outreach and Education Coordinator from 2014 to 2017 and was responsible for the full range of outreach initiatives and activities within the district's area of responsibility.

Mr. Nicholson served in the Office of Field Program (OFP Field Management Programs) as a Program Analyst from 2017 to 2019 and was the Houston District Deputy District Director from July 2019 to August 2022. Mr. Nicholson also served on a detail assignment as the Chief, National Enforcement Modernization Project where he led the charge / case management modernization efforts for OFP. Mr. Nicholson was formerly a Compliance Officer with the U.S. Department of Labor Office of Federal Contract Compliance Programs. Mr. Nicholson has been married to his lovely wife for 27 years and they have two fantastic boys. Mr. Nicholson is a proud Veteran of the U.S. Army and a native of Detroit, MI.



Melanie Whetzel, Principal Consultant and Team Lead, Job Accommodation Network (JAN)

Melanie Whetzel is the Principal Consultant and Team Lead at JAN. JAN is the leading national source of expert guidance on workplace accommodation and disability employment issues. With nearly 30 years of experience in the disability field, Ms. Whetzel is a highly knowledgeable and valued consultant. She began her career at JAN in February of 2008 as a consultant on the cognitive/neurological team and now leads that team. Ms. Whetzel enables adults with disabilities to become effective self-advocates, to understand their rights under the Americans with Disabilities Act (ADA), and to be effective employees. She also assists employers in understanding their responsibilities under the ADA and how to accommodate employees with disabilities so they can continue to work productively. Ms. Whetzel specializes in learning disabilities, mental health conditions, intellectual/developmental disabilities, autism spectrum disorders, and brain injuries.

Ms. Whetzel holds a Master of Arts degree in Special Education, a Bachelor of Arts degree in English, and has earned sixty hours above masters' level. Her post-graduate work has been primarily focused on special education. She has completed a graduate certification in Career Planning and Placement for Youth in Transition and became a Certified Brain Injury Specialist in December 2014.

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