



# EEOC

## TRAINING INSTITUTE

**U.S. Equal Employment Opportunity Commission  
Los Angeles District Office**

# **Tackling Employer Defenses Under the ADA: Undue Hardship and Direct Threat**

**May 29, 2024**

**10:00 am – 12:10 pm Pacific**

**1:00 pm – 3:10 pm Eastern**

**Virtual Workshop**

## **AGENDA**

### **Time Presentation**

- 9:30 am **Virtual Environment Opens**
- 10:00 am **Opening Remarks**  
Christine Park-Gonzalez, District Director, EEOC Los Angeles District Office
- 10:05 am **Tackling Employer Defenses Under the ADA: Undue Hardship and Direct Threat**  
Nicole St. Germain, Lead Outreach and Education Coordinator, U.S. Equal Employment Opportunity Commission  
This workshop focuses on employer defenses under the ADA: What is undue hardship? What does an employer need to consider when setting forth that defense? What is a direct threat defense and what factors are employers required to consider? This workshop answers these questions and more.
- 12:05 pm **Closing Remarks**  
Christine Park-Gonzalez, District Director, EEOC Los Angeles District Office
- 12:10 pm **Adjourn**

**REGISTRATION FEE: \$275.00 per person**

**REGISTER HERE: [Los Angeles Virtual Workshop](#)**

### **CREDITS:**

HRCI – This program has been submitted to the HR Certification Institute for review.

SHRM – submitted for approval.

CLE – seeking credits for CA and NV.

Federal Counselor or Investigator Refresher approved (2 hours).

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### PRESENTER BIOGRAPHIES



#### **Christine Park-Gonzalez, District Director, EEOC Los Angeles District Office**

Christine Park-Gonzalez currently serves as the District Director for the Los Angeles District of the U.S. Equal Employment Opportunity Commission (EEOC). The EEOC enforces federal laws which prohibit discrimination in the workplace. As such, she oversees the processing of employment discrimination charges filed within the Los Angeles District which includes Central and Southern California, Southern Nevada, the state of Hawaii, and the U.S. territories of Guam, American Samoa, Wake Islands, and the Commonwealth of Northern Mariana Islands.

Christine joined the EEOC in 2001, initially as an Enforcement Investigator, later serving as an Enforcement Supervisor and then as the Program Analyst for Outreach & Public Relations. She was appointed to the Deputy District Director position in 2015, Acting District Director since October 2021. In February of 2023, Christine was appointed the District Director for the Los Angeles District by Chair Charlotte Burrows.

Christine has served on national EEOC task forces established to address how to enhance services for groups such as immigrant and migrant workers, human trafficking victims and small businesses. Christine is a former news reporter and earned a B.A. in History and Spanish from the University of California at Berkeley.



#### **Nicole St. Germain, Lead Outreach and Education Coordinator, EEOC Los Angeles District Office**

Nicole "Nikki" St. Germain serves as the Lead Outreach and Education Coordinator and Public Relations Manager for the Los Angeles District of the United States Equal Employment Opportunity Commission (EEOC), the agency that enforces federal laws which prohibit employment discrimination.

Nikki joined the EEOC in 2009 and has held the positions of Enforcement Investigator and Systemic Investigator. She was appointed to the position of Outreach & Education Coordinator and Public Relations Manager in 2016. She is a sought-after trainer and subject matter expert. In 2022 she was detailed to the Office of Communications and Legislative Affairs as a Public Affairs Specialist. Also in 2022, Nikki received the EEOC's Emerging Leader Award, a prestigious national award recognizing her commitment to the agency's mission.

Prior to joining the EEOC, Nikki was a Probation/Parole Officer for the Commonwealth of Virginia. Nikki holds a graduate degree in Forensic Psychology, undergraduate degrees in Sociology and Criminal Justice, and is fluent in American Sign Language.

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