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

Unlocking Access: Master Class on Navigating the ADA

April 2, 2024

1:00 pm – 5:30 pm Eastern

Virtual Workshop

AGENDA

- | Time | Presentation |
|-------------|--|
| 12:30 pm | Virtual Environment Opens |
| 1:00 pm | Opening Remarks
Jamie Williamson, District Director, EEOC Philadelphia District Office
Terrence Carr, Outreach and Education Coordinator, EEOC Philadelphia District Office |
| 1:05 pm | Surviving the Bermuda Triangle: FMLA, ADA, and Workers' Compensation
Katrina Grider, EEOC Associate Director – Curriculum, Training, and Education
Delve into the intricate relationships between the Americans with Disabilities Act (ADA), the Family and Medical Leave Act (FMLA), and Workers Compensation laws. Gain a comprehensive understanding of how these regulations interact and overlap in providing protections and accommodations for employees with disabilities. |
| 2:05 pm | Break |
| 2:10 pm | Keeping an Open Mind: Promoting Mental Well-Being and Accommodating Neurodiversity in The Workplace
Kristen Eccleston, Ed.D., NBCT, Eccleston Education Consulting, LLC
Dive into the dynamic realm of neurodiversity and the ADA in this enlightening course. Explore how the ADA intersects with the concept of neurodiversity, recognizing and accommodating individuals with diverse neurological conditions such as autism spectrum disorder (ASD), ADHD, dyslexia, and more. Get practical insights into navigating ADA to provide inclusive workplaces and support for neurodiverse individuals. |

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Time Presentation

3:10 pm Break

3:20 pm **Breaking Barriers: Mastering Reasonable Accommodations for Mental Health Disabilities**

Sharon Rennert, Senior Attorney Advisor, EEOC Office of Legal Counsel

Listen to a dedicated session aimed at helping employers navigate the ADA accommodation process for mental health disabilities. Get practical guidance on examining requests for reasonable accommodation and using the interactive process to provide effective accommodations.

4:20 pm Break

4:25 pm **Legal Updates and the ADA**

Amy Epstein Gluck, Partner, Pierson Ferdinand LLP

Hear the latest ADA legal updates and gain practical insights and guidance to ensure ADA compliance.

5:25 pm **Closing Remarks**

Terrence Carr, Outreach & Education Coordinator, EEOC Philadelphia District Office

5:30 pm Adjourn

REGISTRATION FEE: \$350.00 per person

REGISTER HERE: [Philadelphia Virtual Workshop](#)

CREDITS:



"This program has been approved for 4.0 (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 4.0 PDCs.

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

CLE – seeking credits for MD, OH, PA, and WV.

This workshop has been approved for Federal Counselor or Investigator Refresher credits (4 hours).

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PRESENTER BIOGRAPHIES



Terrence W. Carr, Outreach and Education Coordinator, EEOC Philadelphia District Office

Terrence W. Carr is the Outreach and Education Coordinator in the EEOC Philadelphia District Office. He is a dedicated and results-driven professional, skilled in project management, equal employment law, instructional systems development, leadership, and process improvement. In his role, Mr. Carr develops comprehensive outreach, public relations, technical assistance, and training programs, consistently delivering engaging outreach and training sessions to diverse audiences.

Before his tenure at the EEOC, Mr. Carr excelled as a Strategic Implementation Project Manager at the Cleveland Metropolitan School District, managing large-scale initiatives, and leading the development and implementation of Diversity, Equity, and Inclusion training for over 7,000 employees.

Mr. Carr's extensive background also includes 20 years of distinguished military service in the United States Air Force and over a decade of humanitarian work. He led an international non-profit organization where he organized medical outreach missions and managed construction projects throughout Asia.

Mr. Carr holds a Bachelor of Science in Engineering Administration and Management from Park University, along with associate degrees in Instructional Technology, Business Management, and Construction Technology. He has earned the USAF's prestigious Master Instructor certification and holds master's certificates in Project Management, Lean Six Sigma, and Agile Management from Cornell University and Villanova University.



Kristen C. Eccleston, Ed. D., NBCT, Eccleston Education Consulting, LLC

Dr. Kristen C. Eccleston, known as The NeuroDiverse Teacher™, is a distinguished wellness consultant, speaker, author, and leader in creative mental health solutions from the DMV area. Her work, extending beyond traditional educational consulting, benefits artists, entrepreneurs, and professionals by fostering mental well-being and promoting neurodiversity. With over 17 years of experience, Dr. Eccleston has made significant contributions to mental wellness in various sectors, including creative industries, corporate settings, and educational institutions.

Dr. Eccleston's innovative efforts were internationally recognized in 2022 when WomLEAD Magazine featured her as a key figure in women's entrepreneurship. Additionally, she appeared in seasons 5 and 10 of The Blox, celebrating innovative startups. Dr. Eccleston holds a Doctor of Education from Johns Hopkins University and has been a National Board-Certified Teacher (NBCT). Currently, she serves as an Adjunct Professor at Towson University and leads CreativeThrive by the NeuroDiverse Teacher™, a platform offering personalized mental wellness support to creatives and entrepreneurs. Her work emphasizes the importance of understanding and embracing neurodiversity, using empathetic, tailored strategies to encourage personal and professional growth.

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Amy Epstein Gluck, Partner, Pierson Ferdinand LLP

Amy Epstein Gluck is a Partner and Chair of the Employment, Labor, & Benefits Department at Pierson Ferdinand LLP. Amy is an experienced business employment lawyer specializing in practical workplace policies, complex issue handling, and various aspects of employment law. She assists employers with investigations, audits, and issues related to discrimination, harassment, and retaliation, focusing on minimizing lawsuits and compliance with employment laws. Amy also provides strategic advice on noncompetition agreements and other business safeguards, emphasizing the protection of confidential information. An adept litigator, she represents clients in court and arbitration.

Additionally, Amy serves as in-house employment counsel for Pierson Ferdinand, managing multi-state employment issues, employee management, and compliance, particularly in remote environments. She is developing an internal Wellness program centered on mental health. A recognized speaker, Amy delivers customized workplace trainings on discrimination, harassment, accommodations, employee classification, management communication, and culture. She authors the firm's blog, contributes to major publications, and is featured in *The Washington Post*, *Bloomberg Law*, *Law360*, *The Wall Street Journal*, and more.



Katrina Grider, Associate Director – Curriculum, Training and Education, EEOC Revolving Fund Division

Katrina Grider is the Associate Director – Curriculum, Training and Education, EEOC Revolving Fund Division. Ms. Grider directs and oversees the development, content, and delivery of the EEOC's fee-based training and education programs for public and private sector employers; manages training activities provided by the EEOC Training Institute; and establishes and maintains relationships with internal and external stakeholders to identify training needs and develop appropriate training and education to meet such needs.

Ms. Grider's passion and inspiration for training comes from her deep reservoir of experience and insights. For over 35 years, she has litigated labor and employment law cases before federal and state courts, and administrative agencies; counseled clients on general employment law issues, personnel policies, best practices, and diversity, equity, inclusion, and accessibility (DEI&A) initiatives; and conducted internal investigations. Ms. Grider's training philosophy is a core component of her development of an overall EEOC educational strategy for the EEOC's Training Institute that is based upon the EEOC's mission, priorities, and strategic plan.

Ms. Grider is a Fellow of the College of Labor and Employment Lawyers. She is Board Certified in Labor and Employment, Texas Board of Legal Specialization, and is a member of the State Bars of Oklahoma and Texas.

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Sharon Rennert, Senior Attorney Advisor, EEOC Office of Legal Counsel

Sharon Rennert is the senior member of the EEOC's ADA/GINA Division, having joined the Division in January 1992. Ms. Rennert develops the Commission's policy interpretations of the ADA and has played a key role in the drafting of many of the EEOC's most significant publications. She took a leading role in developing the Commission's technical assistance materials on COVID-19. Ms. Rennert wrote the EEOC's guidance on reasonable accommodation and offers expertise on this central requirement of the ADA. In addition, she drafted the Commission's publication on ADA issues involving employee performance and conduct. She specializes in providing private and public sector employers with practical approaches to ADA compliance. Her expertise also includes helping individuals with disabilities understand their rights and obligation.



Jamie R. Williamson, District Director, EEOC Philadelphia District Office

Jamie R. Williamson became the District Director of the EEOC Philadelphia District Office in December of 2017. Ms. Williamson was appointed Commissioner of the Massachusetts Commission Against Discrimination by former Governor Deval Patrick to the Massachusetts Commission Against Discrimination (MCAD) in 2010 and became its Chair in 2014. As a Commissioner, she was responsible for the administration, adjudication, and education of civil rights matters in the Commonwealth of Massachusetts. She served in that position until accepting the appointment with the EEOC.

Prior to joining the MCAD, she was the Executive Director of the Massachusetts Fair Housing Center, a private non-profit fair housing organization. In 2005, she was appointed by the Supreme Judicial Court of Massachusetts to serve on the state's Access to Justice Commission. That commission was created by the Supreme Court to provide leadership, vision, and coordination in assuring access to civil justice for families and individuals in the Commonwealth. She is the founder of the Northeast Civil Rights & Fair Housing Conference. Ms. Williamson is the recipient of several prestigious awards and citations for her leadership in civil rights, education, and enforcement. Ms. Williamson is a certified mediator. She is a graduate of Smith College in Northampton, MA.

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