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U.S. Equal Employment Opportunity Commission
San Francisco District Office

All About Accommodations: Disability, Pregnancy and Religion

May 8, 2024

8:00 am – 4:15 pm Pacific

Ronald V. Dellums Federal Building
1301 Clay Street, Oakland, CA 94162

AGENDA

- | Time | Presentation |
|----------|--|
| 7:30 am | Registration Opens (Breakfast and Gallery Walk – Room H, 5th Floor) |
| 8:30 am | Opening Remarks and Agency Updates (3rd Floor Auditorium)
Nancy Sienko, Director, EEOC San Francisco District Office
Christopher Green, Deputy Director, EEOC San Francisco District Office
Hear the San Francisco District leaders reflect on the 60th Anniversary of the Civil Rights Act and highlight agency priorities set out in our new Strategic Enforcement Plan. |
| 10:00 am | Break (Snacks and Gallery – Room H, 5th Floor) |
| 10:15 am | Disability Accommodation (3rd Floor Auditorium)
Elizabeth Cannon, Director, EEOC Seattle Field Office
Jan Garrett, Deputy Director of ADA Programs, Pacific ADA Center
Kara Brodfuehrer, Senior Fair Employment & Housing Counsel, California Civil Rights Department
This session is designed to help you understand the accommodation process, from the initial request all the way through the interactive process. Whether you are a new manager, new to the ADA, or just need a refresher, we'll start with the basics, dig through some case studies, and answer as many of your questions as we can. |
| 11:45 am | Lunch Break (Provided – Room H, 5th Floor) |

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Time Presentation

12:45 pm **Pregnancy Accommodation (3rd Floor Auditorium)**

Molly Powell, DEIA Director, Office for Civil Rights, Diversity & Inclusion, EEOC
Sharon Terman, Director, Work and Family Program, Legal Aid at Work

We'll guide you through federal and California state laws to help you navigate requests to accommodate pregnancy, childbirth, and other related medical conditions.

1:45 pm **Break (Snacks and Gallery – Room H, 5th Floor)**

2:00 pm **Religious Accommodation (3rd Floor Auditorium)**

Christopher Green, Deputy Director, EEOC San Francisco District Office

Zahra Billoo, Executive Director, Council on American-Islamic Relations, SFBA

Ruth Silver Taube, Adjunct Professor, Workers' Rights, Santa Clara University School of Law, and Supervising Attorney, OLSE Legal Advice Line

Was that a religious or political belief? Sincerely held? What questions can you ask, and how have things changed since the *Groff* decision? Learn the essentials to determining religious accommodation.

3:00 pm **Break (Snacks and Gallery – Room H, 5th Floor)**

3:15 pm **Accommodation Practicum (2nd Floor Breakout Rooms)**

Facilitated by our EEOC experts, these breakout sessions allow you to explore you to apply your learning to scenarios in a safe, risk-free environment.

4:15pm **Adjourn**

REGISTRATION FEE: \$425.00 per person

REGISTER HERE: [San Francisco In-Person Workshop](#)

CREDITS:



"This program has been approved for 6.0 (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 6.0 PDCs.

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

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CLE – Seeking credit for CA.

Federal Counselor or Investigator Refresher credits have been approved (6 hours).

We strive to host inclusive, accessible events that enable all individuals, including individuals with disabilities, to engage fully. To request an accommodation or for inquiries about accessibility (preferably by April 30), please contact Linda Li or Zachary Florent.

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PRESENTER BIOGRAPHIES



Zahra Billoo, Executive Director, Council on American-Islamic Relations, SFBA

As the Executive Director of CAIR-SFBA, Zahra Billoo manages one of the largest CAIR chapter offices in the country, with a team of advocates dedicated to the empowerment of American Muslims through legal services, legislative advocacy, and community organizing. Under her leadership, CAIR-SFBA has filed lawsuits against the U.S. Department of Justice, Abercrombie & Fitch, and Southwest Airlines, representing American Muslims facing discriminatory treatment.

Zahra has been recognized by the Society of American Law Teachers with the 2017 Human Rights Award, People Acting in Community Together with the 2018 Community Builder Award, San Jose Mercury News as a "Woman to Watch" in March 2017 for Women's History Month, as well as the Chronicle of Philanthropy in their January 2018 cover story on millennials who lead. She is currently a fellow with Levi Strauss Foundation Pioneers in Justice and a senior fellow with the American Leadership Forum's Silicon Valley Chapter. Zahra earned her undergraduate degrees from the California State University, Long Beach, and her Juris Doctorate from the University of California, Hastings.

Outside work, Zahra bakes birthday cakes for foster children through Cake4Kids and is a coordinator for Project Feed, a monthly homeless feeding effort in downtown San Francisco.



Kara Brodfuehrer, Senior Fair Employment & Housing Counsel, California Civil Rights Department

Kara Brodfuehrer is a Senior Counsel with the California Civil Rights Department (CRD)'s Education and Outreach Unit where she focuses on educating Californians about their rights under the laws enforced by CRD including, the Fair Employment and Housing Act. Before joining CRD, Kara worked on state and federal policy at the National Housing Law Project. She was also Senior Attorney at the Law Foundation of Silicon Valley's Mental Health Advocacy Project representing low-income tenants with disabilities. Kara started her legal career at California Rural Legal Assistance Inc., where she focused on improving public infrastructure, fair housing, and promoting environmental justice in disadvantaged unincorporated communities.

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Elizabeth Cannon, Director, EEOC Seattle Field Office

Elizabeth Cannon leads EEOC's Seattle Field Office as Field Director. Prior to her current position, she served as a Program Analyst with EEOC's Field Management Programs providing technical assistance to EEOC Field Offices, developing, and implementing training, and served on the Technology Modernization Team, as well as Intake Supervisor for EEOC's Seattle Field Office. She is a graduate of the Seattle Federal Executive Board Associates Program.

Elizabeth previously volunteered with AmeriCorps VISTA in Kansas City, KS and the Peace Corps, where she taught English at a rural high school in East Java, Indonesia. Elizabeth has been recognized for outstanding public service by the Seattle Federal Executive Board. She has presented anti-harassment and anti-discrimination trainings throughout the Northwest. She is a graduate of Kansas State University, where she earned a Bachelor of Science in Psychology and a graduate of San Francisco State University, where she earned a Master of Science in Industrial/Organizational Psychology.

She is an avid outdoor enthusiast, world traveler, and a big Kansas City sports fan.



Jan Garrett, Deputy Director of ADA Programs, Pacific ADA Center

Jan Garrett serves as the Deputy Director of ADA Programs for the Pacific ADA Center at the Public Health Institute (PHI).

She has over 25 years of experience providing guidance and training on the ADA and other disability rights laws for businesses, state and local governments, architects, people with disabilities, and others. Before joining PHI, Jan worked as a disability civil rights lawyer and served as the Executive Director of the Berkeley Center for Independent Living.

As a person with a lived experience of disability, Jan has a deeply personal understanding of why disability civil rights are so important.



Christopher Green, Deputy Director, EEOC San Francisco District Office

As the Deputy Director of the EEOC's San Francisco District Office, Christopher Green (he/him) helps manage the District's operations, including the enforcement of federal laws prohibiting discrimination, harassment, and retaliation in the workplace.

Mr. Green has extensive experience presenting on various EEO topics. He been an instructor for EEOC's internal investigator training since 2018 and served on the coordination team since 2020. He started as an investigator with the EEOC's Oakland office, and later served as the Director of the San Diego and Albuquerque offices.

Prior to the EEOC, he worked for a variety of non-profit organizations involved with youth empowerment and immigrant civic engagement programs. Mr. Green graduated from the University of California - San Diego where he studied U.S.-Mexico border issues.

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Molly Powell, Director, EEOC Office for Civil Rights, Diversity & Inclusion

Molly Powell (she/her) is the Director of Diversity, Equity, Inclusion & Accessibility within the Office for Civil Rights, Diversity & Inclusion at the U.S. Equal Employment Opportunity Commission.

Previously, Molly served as an Administrative Judge in the Seattle Field Office, and as a Senior Trial Attorney. Molly is a Board Member of EEOC's national PRIDE employee organization and volunteers at QLAW's monthly legal clinics for low-income LGBTQIA+ individuals in King County. She has presented anti-harassment, anti-discrimination, and ADA trainings throughout the Northwest and nationwide.

Outside of work, Molly leads a Girl Scout troop of exuberant 10-year-olds and raises her three kids, two cats and a dog with her partner, Ashton.



Nancy A. Sienko, Director, EEOC San Francisco District Office

Nancy Sienko was appointed District Director of the EEOC's San Francisco District Office January 2, 2022, with a jurisdiction covering the states of Washington, Oregon, Alaska, Idaho, Montana as well as Northern California and Northern Nevada.

Nancy is a 40-year veteran with the EEOC who began her career with the agency as an Investigator in the Milwaukee District Office. During her tenure with EEOC, she served in a variety of different enforcement and management position, including Denver Field Office Director and Seattle Field Office Director. Immediately prior to her current appointment, Nancy served as Deputy District Director of the EEOC's San Francisco District Office. Throughout her employment with the Commission, she has demonstrated a strong commitment to outreach, education, partnership, and enforcement. She is active in agency outreach and training activities and sits on several boards and committees. Nancy has been an integral member of the EEOC's national training team, participating in the development and delivery of enforcement training for managers, supervisors, and investigators throughout the agency. She received her undergraduate degree from the University of Wisconsin and her graduate degree from Cardinal Stritch University.

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Ruth Silver Taube, Adjunct Professor, Workers' Rights, Santa Clara University School of Law, and Supervising Attorney, OLSE Legal Advice Line

In addition to serving as Supervising Attorney for the Workers' Rights Clinic at Santa Clara University School of Law and for Santa Clara County's Office of Labor Standards Enforcement Legal Advice Line, Ruth Silver Taube is Special Counsel to Legal Aid at Work, Of Counsel to Step Forward Foundation, and an Adjunct Professor at Santa Clara University School of Law where she teaches an employment law class.

She has a B.A. with high distinction, Phi Beta Kappa, from the University of Michigan and an M.A. from UC Berkeley. After graduating summa cum laude from Santa Clara University School of Law, she served as a law clerk for the Honorable Ronald M. Whyte, District Court Judge for the Northern District of California, as a Federal Mediator for the EEOC, as a panel mediator for the United States Department of Justice, Civil Rights Division, as an Associate Attorney at Cotchett, Illston, and Pitre, and as a partner at the Law Office of Silver & Taube. Before law school she was a journeywoman machinist, president of IAM Local 547, and a senior field representative for SEIU 535. She also taught at Njala University College in Sierra Leone.



Sharon Terman, Director, Work and Family Program, Legal Aid at Work

Sharon Terman is Director of the Work and Family Program and Senior Staff Attorney at Legal Aid at Work, a nonprofit legal advocacy organization that advances the workplace rights of families with low incomes. Sharon's work seeks to ensure that employees who are parents, pregnant, family caregivers, or caring for their own health can access time off work, paid leave, and accommodations to care for themselves and their loved ones without risking their jobs and income. Sharon counsels and represents low-paid workers, advocates for policy and systems change to promote family-supportive workplaces and educates the community. She has helped craft several landmark laws improving California's work-family policies. Sharon has provided expert testimony before Congress, the California Legislature, and the EEOC, and she served on Governor Newsom's Paid Family Leave Task Force.

She received her B.A. with highest distinction from UC Berkeley and her J.D. with distinction from Stanford Law School. Before joining Legal Aid at Work, she clerked for the Honorable Richard A. Paez of the Ninth Circuit Court of Appeals. She is the proud mother of a young daughter.

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