



EEOC

TRAINING INSTITUTE

U.S. Equal Employment Opportunity Commission
Charlotte District Office

ADA and Accommodations: What Employers Need to Know

January 14, 2025

1:00 pm – 3:30 pm Eastern

Virtual Workshop

AGENDA

Time	Presentation
12:55 pm	Virtual Environment Opens
1:00 pm	Opening Remarks
	Betsy Rader, Director, EEOC Charlotte District Office
1:05 pm	All About the ADA
	Melinda C. Dugas, Regional Attorney, EEOC Charlotte District Office
	This session goes beyond compliance, empowering participants to navigate the ADA confidently while fostering an inclusive and accessible workplace environment. Explore ADA basics, common challenges, effective strategies, and learn how accommodations contribute to building a culture of inclusivity.
1:50 pm	All About Accommodations
	Tina K. Samuel-Priestley, Managing Partner, O'Hagan Meyer
	Josh Van Kampen, Attorney, Van Kampen Law, PC
	One of the key requirements of the ADA is the obligation to provide reasonable accommodation for employees with disabilities. In this session, expert attorneys will teach you how to recognize and handle accommodation requests, how to identify effective accommodations, and how to determine if an accommodation poses an undue hardship.
2:35 pm	Interactive Case Scenarios Discussion
	Tracie DeFreitas, Director of Training and Outreach, Job Accommodation Network
	Tina K. Samuel-Priestley, Managing Partner, O'Hagan Meyer (Charlotte Office)

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Time	Presentation
	Josh Van Kampen, Attorney, Van Kampen Law, PC
	Learn how to navigate complex reasonable accommodation requests by immersing yourself in practical case scenarios with our expert panel.
3:05 pm	Panel Q+A
	Tracie DeFreitas, Director of Training and Outreach, Job Accommodation Network
	Betsy Rader, Director, EEOC Charlotte District Office
	Tina K. Samuel-Priestley, Managing Partner, O'Hagan Meyer (Charlotte Office)
	Josh Van Kampen, Attorney, Van Kampen Law, PC
	TaKeesha Washington, Enforcement Supervisor, EEOC Charlotte District Office
	Take advantage of this opportunity to ask your burning questions and engage with our panel of experts in this dynamic and informative session.
3:25 pm	Closing Remarks
	Betsy Rader, Director, EEOC Charlotte District Office
3:30 pm	Adjourn

REGISTRATION FEE: \$275.00 per person

REGISTER HERE: [ADA and Accommodations: What Employers Need to Know](#)

CREDITS:

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

SHRM – submitted for approval

CLE – seeking credit for VA, SC and NC.

This workshop is seeking approval for Federal Counselor or Investigator Refresher credits.



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PRESENTER BIOGRAPHIES	
	<p>Tracie DeFreitas, Job Accommodation Network</p> <p>Tracie DeFreitas serves as a Program Leader and Director of Training and Outreach for the Job Accommodation Network (JAN), the leading national source of expert guidance on workplace accommodation and disability employment matters. With 28 years of hands-on experience, Tracie delivers practical guidance and expert consultation on federal employment laws related to disabilities, encompassing a wide spectrum of accommodation and compliance issues under the Americans with Disabilities Act (ADA) Title I and related workplace legislation. Tracie is an experienced national speaker who specializes in strategies that go beyond ADA compliance, offering insights into effective engagement in the accommodation process. Additionally, she collaboratively oversees the daily operations of the JAN service, ensuring alignment with customer needs and organizational objectives.</p>
	<p>Melinda C. Dugas, Regional Attorney, EEOC Charlotte District Office</p> <p>Melinda C. Dugas is the Regional Attorney for the EEOC's Charlotte District. Through the Office of General Counsel, Melinda plays a key role in managing the Agency's litigation program. Melinda has over 20 years of litigation experience. She has litigated in state and federal courts on behalf of plaintiffs and defendants, including public entities, non-profits, and Fortune 500 companies. She has experience in employment discrimination, reasonable accommodation, retaliation, wrongful discharge, sexual harassment and violations of civil rights and due process. Originally from West Virginia, Melinda graduated from the West Virginia University College of Law as a member of the Order of the Barristers, West Virginia Law Review, Lugar Trial Association and President of the Labor and Employment Association. Before law school, Melinda worked for an agency serving individuals with disabilities, leading the agency's efforts to embrace diversity and equal opportunity. Prior to joining the EEOC, Melinda was an Assistant Attorney General for the State of West Virginia focused on representing public agencies in state courts and before the West Virginia Supreme Court of Appeals. She served as a member of the West Virginia Supreme Court of Appeals Court Improvement Board and as Chair of the State Bar Legal Outreach Committee.</p>



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Betsy Rader, Director, EEOC Charlotte District Office

Betsy Rader is the District Director of the EEOC's Charlotte District, which includes six offices in Virginia, North Carolina, and South Carolina. Prior to joining the EEOC in 2023, Ms. Rader was Regional Director of the Office for Civil Rights of the U.S. Department of Education. She has also served as Senior Counsel for a non-profit healthcare system, the largest employer in Ohio. Her prior experience includes representing workers in her own employment law firm, running a government agency advocating for abused children, and conducting business and employment litigation at an international law firm. She graduated from Yale Law School in 1986 after receiving her B.A. *summa cum laude* in Classics from The Ohio State University. Following law school, she was a judicial clerk for a judge on the United States Court of Appeals for the Sixth Circuit. Her volunteer work has included serving as Vice-President of the Board for the Cleveland Legal Aid Society, serving on the Board of the Ohio Employment Lawyers Association, and serving as President of the Northeast Ohio Chapter of the Association of Corporate Counsel.



Tina K. Samuel-Priestley, Managing Partner, O'Hagan Meyer (Charlotte Office)

Tina is the managing partner of the Charlotte office of O'Hagan Meyer, PLLC. Tina's practice focuses heavily on employment litigation and counseling, representing employers in a variety of employment issues, including discrimination, harassment, retaliation, wrongful termination, and wage and hour violations in federal and state courts, as well as before federal and state administrative agencies, including the EEOC, the NLRB, OSHA, and the North Carolina Department of Labor. Tina also advises clients on the investigation, discipline, and termination of employees; whistleblower allegations; employee leave and accommodation issues under the ADA, FMLA, and other state and federal laws; compliance with wage and hour laws; restructurings, layoffs, and facility shutdowns—including advice on the WARN Act and severance issues; OSHA investigations; and employment agreements, including non-competition and non-disclosure agreements. Tina also regularly represents clients in commercial, product liability, and other civil actions in federal and state courts.

Tina formerly served as the Senior Judicial Law Clerk for The Honorable Loretta Copeland Biggs in the U.S. District Court for the Middle District of North Carolina, and prior to law school, she worked for over ten years as a paralegal in New York City and Charlotte, North Carolina.



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Josh Van Kampen, Van Kampen Law, PC

For the last seven consecutive years, Josh has been ranked in SuperLawyer's "Top 100" attorney list for all of North Carolina and was recognized in SuperLawyer's Top 25 attorney list for Charlotte from 2018-2023. Josh's legal career started in Chicago, Illinois where he worked as an associate for two nationally recognized employment law defense firms: Seyfarth Shaw and Franczek Radelet. In 2004, Josh left a safe career as a management-side attorney, to open a practice in Charlotte devoted exclusively to representing victims of discrimination, sexual harassment, unequal pay, wrongful discharge, retaliation, and wage and hour violations.



TaKeesha R. Washington, Enforcement Supervisor, EEOC Charlotte District Office

TaKeesha R. Washington is an Enforcement Supervisor in EEOC's Charlotte District Office, since 2021. Ms. Washington previously worked as an Investigator for the Wage Hour Division, specializing in FMLA and Child Labor investigations. She has presented at outreach events throughout North Carolina, providing educational assistance and best practices to corporations and government agencies. In 2019 she received a Trainer of the Year Award for the Raleigh District Office. Ms. Washington has also served as an EEO Counselor for the U.S. Department of Labor, helping to resolve complaints for aggrieved DOL employees, applicants, and contractors. In this role, she worked on a number of complex EEO matters, and specialized in obtaining innovative relief for parties. She was the 2015 recipient of the Civil Rights Center's Lilian Winstead EEO Counselor of the Year Outstanding Achievement Award, in recognition of her resolution success within the Agency. She is a proud Air Force veteran and enjoys traveling abroad.

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