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

Tackling Employer Defenses Under the ADA: Undue Hardship & Direct Threat

February 6, 2025

10:00 am – 12:10 pm Pacific

Virtual Workshop

AGENDA

Time	Presentation
9:50 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 & Direct Threat Nicole St. Germain, Lead Outreach & 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 have to take into consideration when setting forth that defense? What is a direct threat defense and what factors are employers required to take into account? This workshop answers these questions and more.
12:05 pm	Closing Remarks Christine Park-Gonzalez, District Director, EEOC Los Angeles District Office
12:10pm	Adjourn

Nicole St. Germain
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REGISTRATION FEE: \$275.00 per person

REGISTER HERE: [\[RF provides link in final version\]](#)

CREDITS:

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

SHRM – submitted for approval

CLE – 2 hours of CLE credit for California have been approved. Seeking CLE credit in Nevada.

This workshop has been submitted for approval for Federal Counselor or Investigator Refresher credits.



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PRESENTER BIOGRAPHIES



Christine Park-Gonzalez, U.S. Equal Employment Opportunity Commission

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, U.S. Equal Employment Opportunity Commission

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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