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U.S. Equal Employment Opportunity Commission
Washington Field Office

Navigating Mental Health in the Workplace: EEO Insights for Employers

May 6, 2025

1:00 pm – 3:10 pm Eastern

Webinar

AGENDA

Time	
12:30 pm	Virtual Environment Opens
1:00 pm	Opening Remarks
	Mindy Weinstein, Director, EEOC Washington Field Office
1:05 pm	The ADA and Mental Health Disabilities at Work
	Sarah DeCosse, Assistant Legal Counsel, EEOC Office of Legal Counsel
	This session will provide an overview of the ADA protections for workers with mental health disabilities. Learn about what constitutes a covered mental health disability under the ADA; prohibitions on discrimination and retaliation; reasonable accommodation requirements; confidentiality requirements; and limitations on disability-related inquiries and medical examinations. This session will also provide information for employers on key terminology, common myths and stereotypes, and best practices.
2:05 pm	Mental Health Matters: The Most Frequently Requested Workplace Accommodations
	Melanie Whetzel, Principal Consultant and Team Lead, Job Accommodation Network (JAN)
	Accommodating mental health conditions in the workplace may pose unique considerations that do not exist with other disabilities, as the need for accommodations may not always be apparent. Potential complexities may arise in understanding employee limitations and determining effective accommodations. This session will explore the most requested accommodations for mental health scenarios in the workplace. Discover how JAN can help organizations navigate the complexities of accommodating employees with mental health conditions. Extensive and pertinent resources will be provided.

Monica Colunga

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Time	
3:05 pm	Closing Remarks
	Mindy Weinstein, Director, EEOC Washington Field Office
3:10pm	Adjourn

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 – seeking credit for Virginia (2 hours).

Federal Counselor or Investigator Refresher credits (approved for 2 hours).

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PRESENTER BIOGRAPHIES

**Sarah DeCosse, Assistant Legal Counsel, EEOC Office of Legal Counsel**

Sarah DeCosse is the Assistant Legal Counsel for the Americans with Disabilities Act (ADA) and Genetic Nondiscrimination Act (GINA) Division of the U.S. Equal Employment Opportunity Commission's (EEOC) Office of Legal Counsel (OLC). Prior to joining EEOC, Ms. DeCosse worked in the Civil Rights Division of the U.S. Department of Justice addressing related disability rights and employment discrimination matters.

**Melanie Whetzel, Consultant and Team Lead, Job Accommodation Network (JAN)**

Melanie Whetzel is a Principal Consultant and Team Lead for the Job Accommodation Network (JAN), the leading national source of expert guidance on workplace accommodation and disability employment issues. With nearly 30 years of experience in the disability field, Melanie is a highly knowledgeable and valued consultant. Melanie began her career at JAN in February of 2008 as a consultant on the cognitive/neurological team and now leads that team.

Prior to her career with JAN, she taught and advocated for students with disabilities in the public-school system for fourteen years. Becoming a JAN Consultant was a perfect way to transition from teaching and advocating for students, assuring they had the modifications they needed to be successful in the classroom, to facilitating adults in their employment pursuits and helping them be successful in the workplace.

Melanie holds a Master of Arts degree in Special Education, and a Bachelor of Arts degree in English. She has completed a graduate certification in Career Planning and Placement for Youth in Transition and became a Certified Brain Injury Specialist in December 2014.

**Mindy E. Weinstein, Director, EEOC Washington Field Office**

Mindy E. Weinstein is the Director of the EEOC's Washington Field Office, where she oversees investigations, mediations, federal sector hearings, and the office's outreach and education program in Washington, DC and Northern Virginia. Ms. Weinstein's prior experience includes serving as the EEOC's Regional Attorney in Charlotte, North Carolina; a Special Assistant to former EEOC Vice Chair Leslie E. Silverman and former EEOC Chair Evan Kemp; an attorney in the EEOC Office of General Counsel's Systemic Litigation Program; and a trial attorney in EEOC's Baltimore office. She also previously served as a Special Assistant United States Attorney in Washington, D.C. She is a frequent speaker on a range of employment discrimination matters.



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