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## **PROGRAM ANNOUNCEMENT**

*The Advocacy Institute Is Pleased to Present*

### **A Reasonably Accommodating Primer on The Americans with Disabilities Act**

**May 22, 2025  
10:00 a.m. – 12:00 p.m.**

**Richard J. Hughes Justice Complex  
Advocacy Institute Conference Center  
Fourth Floor, West Wing  
25 Market Street, Trenton, New Jersey\***

**\* This program will also be simulcast as a webinar.**

#### ***Program Summary***

This program will provide attorneys with practical advice for navigating the requirements of the Americans with Disabilities Act. It will cover the purpose and scope of Title I of the ADA, who it protects, and what is required of the reasonable accommodation process. This course will also discuss ADA issues that commonly arise in the workplace, including:

- What words supervisors and managers should be listening for that technically trigger the ADA when uttered by employees;
- The usefulness of insulating supervisors/managers from medical information, and how they should be trained to avoid “regarding” an employee as disabled;
- The interface of the ADA with the FMLA and the recently enacted Pregnancy Workers Fairness Act;
- Whether attendance, conduct and performance standards can be enforced; and
- The elements that should be included in a reasonable accommodation policy.

#### ***Eligibility***

This program is open to attorneys in the Department of Law and Public Safety and county prosecutors' offices.

### ***Faculty***

**Deputy Commissioner Bonny Fraser** is with the Department of Children and Families Office of Policy, Legal Affairs and Compliance where she is responsible for legislative, legal and policy research and providing legal support for the agency. She renders advice and counsel in the areas of OPRA, HIPAA, Inter-agency MOU's, Litigation, Regulations, Policy, EEO, Ethics and Employment Law and specializes in ADA-related issues. Ms. Fraser conducts seminars and in-house trainings on the ADA and is ADAPT certified by the National Employment Law Institute.

Prior to her position with DCF, Ms. Fraser was the Assistant Commissioner for Legal Affairs at the Department of Human Services. While at DHS, Ms. Fraser was the ADA Coordinator for the department and directed the Department's implementation and compliance efforts. She has also served as an attorney with the New Jersey State Ethics Commission, the Office of Information Technology, and the Department of Environmental Protection. Ms. Fraser is a graduate of Wheaton College and holds both a J.D. and an M.S. from Vermont Law School.

### ***CLE Credit***

**NJ CLE Credit:** This program has been approved by the Board on Continuing Legal Education of the Supreme Court of New Jersey for 2.2 hours of total CLE credit. Of these, 0.0 qualify as hours of credit for ethics/professionalism.

**PA CLE Credit:** 1.5 substantive credits (\$3.00 mandatory registration fee required).

### ***Registration***

Attorneys who are eligible to attend this program should fill out the registration form linked in the live program announcement email.

### ***Agenda***

10:00 a.m. – 11:00 a.m. Review the Purpose and Scope of the ADA  
Outline the Reasonable Accommodation Process

11:00 a.m. – 11:10 a.m. Break

11:10 a.m. – 12:00 p.m. Suggestions for Model Policies and Procedures  
Interface with FMLA and PWFA