

# Guidance on Balancing the Reasonable Accommodation Process and the ADA/FMLA/Workers' Compensation Overlap

Clear Law Institute, Webinar  
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Employers are now required to refocus their ADA compliance efforts on the reasonable accommodation process under the ADA. In this course, you will learn:

- How employers must broadly construe the term "disability"
- How employers must focus not on the condition but rather on how they can accommodate the condition and allow the employee to work
- How to handle common accommodation scenarios, such as working from home or on medical leave
- How to determine whether a specific request must be accommodated or when it can be considered an undue hardship
- How to handle common issues that arise involving the overlap of the ADA, the FMLA and workers' compensation laws

*If you would like a discount code to participate in the webinar, please contact Heather Bailey at [hbailey@salawus.com](mailto:hbailey@salawus.com).*

## PROFESSIONALS

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