



Thursday | October 14, 2021 | 4:15 – 5:15 p.m. | Concurrent Session – Block 3

ADA Update: HR Pitfalls and Best Practices

Jeanne Goldberg - Office of Legal Counsel, U.S. Equal Employment Opportunity Commission



This session will review significant recent ADA court decisions, analyzing the practical takeaways and lessons for HR professionals. Resources on reasonable accommodation will be shared. We will also address frequently asked questions about workplace ADA compliance issues in the current phase of the COVID-19 pandemic, including vaccinations, testing, and confidentiality. Topics covered will include ADA rules as applied to workplace entry COVID screening, confidentiality of medical information, reasonable accommodation requests related to underlying disabilities that place an individual at higher risk of severe illness from the virus, how to assess ADA accommodation requests for continued full-time telework, and ADA rules applying to both mandatory and voluntary employer vaccination policies.

In this session, participants will:

- Learn about recent appellate court decisions interpreting the Americans with Disabilities Act, and specific practical ADA compliance lessons for employers that can be gleaned from these cases.
- Learn about employer ADA obligations that apply to COVID-19 workplace situations.

About Jeanne Goldberg

Jeanne Goldberg is a Senior Attorney Advisor in the Office of Legal Counsel at the U.S. Equal Employment Opportunity Commission (EEOC) headquarters in Washington, D.C., and served as Acting Assistant Legal Counsel from November 2019 to July 2020. She advises the Commission on the interpretation of Americans with Disabilities Act, the Rehabilitation Act of 1973, the Genetic Information Nondiscrimination Act, Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, and the Equal Pay Act, and assists in drafting regulations and policy guidance. She has delivered hundreds of training presentations throughout the country for private and public sector attorneys, managers, employees, and human resources staff on a

wide range of EEO issues and is a frequent speaker at national conferences. She is also a past Public Co-Chair of the National Programs Committee of the American Bar Association's Section of Labor and Employment Law, and a past government fellow on the Section's Equal Employment Opportunity Committee.

Prior to joining the EEOC, Ms. Goldberg was in private law practice from 1990-99, specializing in civil rights litigation, and argued EEO cases before the U.S. Courts of Appeals for the Fourth and D.C. Circuits. She also served as an adjunct law professor at the College of William and Mary from 1996-98. Before entering private practice, she worked for two years as a staff attorney for the U.S. Court of Appeals for the Third Circuit. She received her B.A. from Northwestern University and her J.D. from George Washington University.