



Employment of Attorneys with Disabilities

Practical Concerns, Reasonable Accommodations,
and Potential Liability for Failing to Hire

LIVE

Austin
December 5, 2006
Texas Law Center

Cosponsored by :

EEOC

U. S. Equal Employment
Opportunity Commission

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TexasBarCLE presents

Employment of Attorneys with Disabilities

Practical Concerns, Reasonable Accommodations,
and Potential Liability for Failing to Hire



To date, individuals with disabilities generally have not been a part of the discussion about diversity in the legal profession. Yet, access to the profession is important for people with disabilities for the same reasons it is important to minorities and women.

EEOC Fact Sheet *Reasonable Accommodations for Attorneys with Disabilities* (July 2006)

LIVE December 5, 2006

Texas Law Center in Austin
and via webcast on
TexasBarCLE.com

Cosponsored by the
State Bar of Texas
Disability Issues Committee
and the
U.S. Equal Employment
Opportunity Commission



MCLE NO: 900012156
4.25 Hours

Applies to the College of the
State Bar of Texas.

* All times are Central Standard Time

9:30 **Registration**

10:10 **Welcoming Remarks and
Introductions**

Course Director

Mitchell Katine, *Houston*
Williams, Birnberg & Andersen

10:15 **Overview of the New EEOC
Policy on Hiring Attorneys
with Disabilities** .75 hr

Joe Bontke, *Houston*
Equal Employment Opportunity
Commission

11:00 **Hiring, Employment, and
Discharge of Attorneys with
Disabilities** .5 hr

Lacey Gourley, *Austin*
Bracewell & Giuliani

11:30 **The Myths and Realities
of Practicing Law with a
Disability** .5 hr

Chris D. Prentice, *Plainview*
The Prentice Law Firm

Wendy Wilkinson, *Houston*
Southwest DBTAC
ADA Center

12:00 **Break - Lunch Served**

12:15 **Keynote Luncheon
Presentation** .75 hr

Speaker to be announced

1:15 **Reasonable Accommodations
for Attorneys with
Disabilities** .5 hr

Brian East, *Austin*
Advocacy, Inc.

1:45 **Architectural Barrier Require-
ments and Tax/Financial
Incentives** .75 hr

Kenneth D. Carden, *Dallas*
Carden Law Office

Kristi Thomas, *Lewisville*
Accessology, Inc.

2:30 **Navigating the Hiring
Process: Practical Tips for
Applicants and Employers**
.5 hr

Tina Fernandez, *Austin*
University of Texas School of
Law

3:00 **Adjourn**

COURSE INFORMATION

Qualifying Judges

may attend complimentary, provided (1) the course is directly related to the jurisdiction of their tribunal, (2) they are full-time judges or judges retired under the judicial retirement system and (3) space is available after admission of all paid registrants. Judges must actually attend to receive course materials. This non-transferable privilege does not extend to receivers, trustees, court staff, or persons serving part-time in any judicial capacity.

If You Register But Cannot Attend

you can still earn participatory MCLE credit and receive the written materials (see "Two Free Online Benefits for Registrants" below). However, if you wish instead to request a refund, please mail or fax (512-427-4111) your request so that we receive it at least one business day before the program. Persons who register to attend the program at the Law Center but who do not attend will be sent the written materials.

Two Free Online Benefits for Registrants of the Live Program

will be available 4-8 weeks after the course: (1) watching online streaming video and audio versions of each presentation and (2) electronically word-searching the course materials. To access these benefits, log onto TexasBarCLE.com. To replay the videos, look under "Your Online Classroom" and click on "Free Classes from Seminars You've Attended." For the course materials, click on "Your Online Library." Under that heading, click on "Free Articles from Seminars You've Attended." Then review or download any of the course's articles. Remember: there's no extra charge!

Planning Committee

Mitchell Katine, Chair	Houston
Chris D. Prentice	Plainview
Rosa E. Torres	McAllen

Disability Issues Committee

Mitchell Katine	Chair
Lynda E. Frost	Vice Chair
Judy L. Ney	Board Advisor
Stephen J. Smith	Alt. Board Advisor

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Montgomery Miller	Program Attorney
Kandi Botello	Program Coordinator
Mandi Scott	Committees Coordinator

Education by the Bar, for the BarSM

Live Location and Parking Information

Austin LIVE

Texas Law Center

1414 Colorado, Room 101

800-204-2222 ext 1574

512-427-1574

Note: The Texas Law Center garage will be full because of other meetings also going on in the building. Please make plans in advance to park at one of the nearby alternative parking facilities: go to our website TexasBarCLE.com and search for "Employment of Attorneys" under SEMINARS. Click on VIEW BROCHURE for a map of these other parking facilities.

Persons with Disabilities who need special accommodations to attend the presentation at the Law Center should contact us no later than December 1 at 800-204-2222, x1797.

LIVE WEBCAST INFORMATION

Webcast Registration Fee and Course Material

\$95 for each webcast registration which includes online PDF versions of the course material for viewing, downloading or printing during and after the webcast.

How to Register for the Webcast

Registration to attend by webcast is only available online and by using a credit card. Go to TexasBarCLE.com and click on "Seminars." Under "Type of Course," choose "Live Webcast." Under the listing for this course, click "Register for Webcast." (To register to attend at the Law Center, see the Registration Form on page 4.)

Claiming MCLE Credit for the Webcast

The webcast and the live presentations each have different MCLE numbers. The webcast MCLE number will be provided to registrants online at the conclusion of the course with instructions on how to claim participatory MCLE credit while still online.

Replaying the Webcast on Your Computer

Beginning about Dec. 13, webcast registrants will have 9 to 12 months to finish viewing or reviewing this program online. For all non-webcast registrants, see the "Two Free Online Benefits for Registrants" paragraph above for a description of your complimentary online benefits.

■ Online

TexasBarCLE.com
credit card only

■ Phone

800-204-2222, x1574
during business hours
credit card only

■ Fax

512-427-4111
credit card only

■ Mail

State Bar of Texas - CLE
LB #972298
P. O. Box 972298
Dallas, TX 75397-2298
check or credit card

Employment of Attorneys with Disabilities 8285

1 Check one box below:

- \$95 AUSTIN Live Texas Law Center December 5
(To register for the live webcast, see LIVE WEBCAST INFORMATION on page 3)
- No charge for Qualifying Judge

2 State Bar Membership No. _____

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QUESTIONS? 800-204-2222 x1574 or 512-427-1574

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Alternative Parking for Events at the Texas Law Center

Because of extremely limited parking at the Texas Law Center, please make plans to park at either of the alternate two locations listed below:

N

W

E

Capitol

S

TEXAS LAW CENTER

1414 Colorado
Austin, Texas 78701
800-204-2222 or
512-427-1463



Wells Fargo Bank Building Parking Garage

512-320-8900
400 West 15th
Enter at 16th and Guadalupe
Streets.
\$2 for the first hour, with a
maximum of \$12/day.

Capitol Visitors Parking Garage

512-305-8400
San Jacinto Street, between 12th and
13th streets.
First two hours free with every half-
hour thereafter at the rate of .75
(max of \$6/day).