

# 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

### State Bar of Texas

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Robert A. Black	Chair of the Board
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Montgomery Miller	Program Attorney
Kandi Botello	Program Coordinator
Mandi Scott	Committees Coordinator

Education by the Bar, for the Bar<sup>SM</sup>

## 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. \_\_\_\_\_

Name \_\_\_\_\_

Firm Name/Court \_\_\_\_\_

Address for Bar-Related Mail \_\_\_\_\_

City/State \_\_\_\_\_ Zip \_\_\_\_\_

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### 3 I am paying by:

- Check (enclosed) payable to the State Bar of Texas for \$ \_\_\_\_\_
- Visa       MasterCard       AMEX       Discover

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Signature \_\_\_\_\_

**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).