



JOIN US FOR THIS TIMELY PRESENTATION AND OPPORTUNITY TO NETWORK WITH VHRA COLLEAGUES

DATE: Wednesday, July 21, 2010
TIME: 7:30 a.m.-8:00 a.m. Registration
 8:00 a.m.-10:00 a.m. Presentation
PLACE: The Essex-Vermont's Culinary Resort & Spa
 70 Essex Way, Essex, VT

THE ADAA & ACCOMMODATIONS: IT'S ALL ABOUT ATTITUDE

Presenter: *April Tuck, SPHR*, Senior Director for Human Resources & Compliance Officer, Copley Hospital, Morrisville, representing Vermont's Governor's Committee on Employment of People with Disabilities

Kerin Stackpole, Esq., Bergeron, Paradis, & Fitzpatrick, Burlington

A panel of employees discussing their experience with successful accommodations:

Owen Milne, Director of Development, Vermont Businesses for Social Responsibility

S. Sam Sepah, Human Resources Partner, IBM

David Lawrence, Radiology Technologist, Copley Hospital Systems

Steve Cothalis, Pulmonary Rehabilitation Therapist, Copley Hospital Systems

To many, employing and accommodating a person with a disability may seem daunting, and misunderstandings persist about the mandates, expectations, and liabilities inherent within the Americans with Disabilities Act, Amended (the "ADAA"). However, when you look beyond the statutory language into the world of real people communicating with each other, you will learn that making accommodations can be rather simple, inexpensive, and most importantly, a rewarding, creative and collaborative process that provides a win not only for the individual employee, but for the organization itself. Join us for a special two-hour presentation offered by the Governor's Committee on Employment of People with Disabilities, led by GCEPD member April Tuck. **The presentation will include:**

- ~ **A brief overview of the ADAA** and current changes, from the legal perspective;
- ~ **A practical discussion of what it really means to employ and accommodate a person with a disability** – while also complying with the ADA – from the real life perspective of a senior human resources professional. Learn how adjusting one's attitude, becoming more creative, communicating well, and collaborating, are the true keys to success.
- ~ **Case studies of successful employee accommodations;** and
- ~ **A panel of individuals with disabilities who have benefited from workplace accommodations**, discussing their experience and how they bridged the gap to become successful at work.

VHRA members with PHR, SPHR or GPHR certification may be able to earn HRCI credits for this program.

About April Tuck, SPHR: Throughout her extensive career in human resources in the health care and higher education sectors, April has been a strong advocate for the employment of people with disabilities. In 1999 she joined Middlebury College as Associate Director of Human Resources. A key area of interest for her was increasing the employment opportunities for people with disabilities. April and her colleagues were recognized for their efforts in 2006 when they received the Governor's Award. In 2006, April assumed the Senior Director of HR and Compliance Officer position at Copley Hospital in Morrisville. Working in concert with department managers, she has continued to advocate for the employment of people with disabilities at Copley. April is a member of the Governor's Committee for the Employment of People with Disabilities and a past president of the Vermont Hospital Human Resources Association. She is also a mentor to a young person at Cambridge Elementary School.

The registration fee is \$10 for *current* 2010 VHRA professional members and \$15 for associate members and guests. Mail registration form with payment to Vermont Human Resource Association, c/o Champlain College, P.O. Box 670, Burlington, VT 05402-0670 ...or... **E-mail VHRA@Champlain.edu; please include <VHRA Registration for July 21, 2010> on subject line. Firm registration deadline: Friday, July 16, 2010.**

____ **Yes, I will attend the Networking Breakfast on July 21, 2010.**

____ Payment enclosed

____ Payment in process

____ VHRA Plus Member

NOTE: Please call if you will be unable to attend. No shows will be billed.

Name _____ [] PHR [] SPHR [] GPHR

Company/Organization _____

E-mail _____ Phone _____