

UNDERSTANDING AND EFFECTIVELY DEALING WITH THE AMERICANS WITH DISABILITIES ACT OF 1990

by

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- Who Is **REALLY** Covered under The ADA?
- What Does It Mean To Be “**SUBSTANTIALLY LIMITED IN A MAJOR LIFE ACTIVITY**”?
- What Are Employers And Managers **REQUIRED** To Do Under The ADA ... And What Are Employees Required To Do?
- What Various Types Of **LEAVES** Are Allowed Under The ADA?
- What Is A “**REASONABLE ACCOMMODATION**”?
- What Is The “**INTERACTIVE PROCESS**” And how Can Employers Comply?
- How Does **HIPAA** Affect The ADA For Employers And Physicians?
- What **MEDICAL INFORMATION** Should Employers Be Requesting On Their **MEDICAL CERTIFICATION FORMS**?
- What Do You Do If The Forms Are Not Filled Out...Or Not Filled Out Completely?
- How Are An Employee’s **BENEFITS** Affected By The ADA?
- How Can Your **LIGHT DUTY PROGRAM** Help You Manage The ADA?

Join Scott as he reviews the ADA and what you need to do to comply in his own unique, practical, entertaining and humorous style. Scott will not only inform you of the FMLA, but he will review how to use this information **IMMEDIATELY!**

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- **Masters degree in Labor and Human Resources: The Ohio State University**
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- **Winner of the Human Resource Association of Central Ohio's Linda Kerns Award for Outstanding Creativity in the Field of Human Resource Management and the Ohio State Human Resource Council's David Prize for Creativity in the Field of Human Resource Management**
- **Scott is President of his own Human Resource Consulting, Employment Law and Training Firm based in Columbus, Ohio specializing in:**
 1. **PREVENTING Employee Problems from happening,**
 2. **Training Managers and Employees ON-SITE in over 30 topics and**
 3. **Keeping HR Professional's UP TO DATE WITH THE CHANGES IN THE LAW with his MONTHLY NEWSLETTERS AND ANNUAL AUDIO TAPES.**

Scott Warrick was the highest rated presenter at SHRM's 2003 National Diversity Conference in New York City. Scott has now been invited back to present his "Tolerance in the Workplace: Management v. Employees" session at the 2006 SHRM National Diversity Conference in Los Angeles in October of 2006.

Scott travels the country presenting his "Intolerance of Intolerance: Diversity/Tolerance Awareness Program." Scott's clients include The Gap, Skyline Chili, The Ohio Supreme Court, Heinz, Fayette County Hospital, Honeywell, Carastar International, Utah Workforce Development, etc.

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