

NYSBACLE

Tuesday, December 13, 2016
New York City  Webcast

Webcast

Can't attend in person? This program is also available via a simultaneous live webcast option.

Newly admitted attorneys (less than twenty-four months) may view the webcast to receive New York MCLE credit.



includes
4.5 MCLE Credits
4.5 Professional Practice

See inside for more details.

Disabilities in the Legal Profession

Topics to be covered include:

- Navigating Entry Into the Legal Profession as a Lawyer with a Disability (LWD) - Testing Accommodations on the LSAT and MCBE; Using Assistive Technology to Level the Playing Field
- Employment of LWDs - Lack of Reliable Figures about LWDs in Practice; Overcoming Employer Biases and Assumptions; Identifying and Requesting Workplace Accommodations
- Special Challenges for Lawyers with Mental Health Disabilities
- The Future for LWDs – How to Join and Play a Meaningful Role in the Legal Profession

Co-Sponsors:

Labor and Employment Law Section
Committee on Disability Rights
Committee on Continuing Legal Education

Register Now!

Register Early and Guarantee Your Seat at the Program!



Program Description

Lawyers with Disabilities (LWDs) face considerable challenges in the legal profession, from being denied access and accommodations on gateway examinations such as the LSAT and the MCBE, to difficulty obtaining employment because of stereotypes or negative assumptions about the capability of LWDs. Disability, unlike race or gender, is not typically included as a category to which diversity initiatives and recruitment efforts

are directed, thereby contributing to the under-reporting of LWDs. Let our experienced faculty guide you through the concerns facing LWDs today as well as offer unique perspectives on how to arrive at accommodations allowing them to achieve, succeed, and otherwise ensure that they are regarded not only as valued employees but as equal contributors to the legal profession as a whole.

Who Should Attend: Labor and employment lawyers, law firm hiring partners, corporate legal departments and diversity officers, law school diversity/ disability services and career services staff, officers and staff of local Bar Associations, disability rights lawyers and advocates, staff of federal, state and local discrimination agencies (EEOC, NYS DHR, NYCCHR), Human Resources professionals, and newly admitted attorneys.

Agenda

8:30 - 9:00 Registration

9:00 - 9:10 Introduction of Speakers by Program Chair and Moderator

Rachel J. Minter, Principal
Law Office of Rachel J. Minter
New York, NY

9:10 - 10:00 Entry into the Profession: Barriers for Lawyers and Law Students with Disabilities

Speakers: **Tara L. Moffett, Partner**
Girvin & Ferlazzo, P.C.
Albany, NY

Kathryn Carroll, Member
NYSBA Disability Rights Committee
Ronkonkoma, NY

Jack Chen, Associate Patent Counsel
Google Inc.
New York, NY

- Challenges Obtaining Accommodations for Examinees with Disabilities Taking the Law School Admissions Test (LSAT)
- Challenges Obtaining Accommodations for Examinees with Disabilities Taking the Bar Exam
- Getting Admitted as an Attorney with a Disability
(1.0 credit in Professional Practice)

10:00 - 11:00 Employment of Lawyers with Disabilities

Speakers: **Michael Gilberg, Principal**
Law Office of Michael Gilberg
Granite Springs, NY

Elizabeth Grossman, Director PAIR & PABSS Programs
Disability Rights New York
Albany, NY

Anat Maytal, Associate
Baker Hostetler
New York, NY

Stephanie Woodward, Director of Advocacy
Center for Disability Rights
Rochester, NY

- Statistics on Employment of Lawyers with Disabilities (LWD)
 - Lack of Reliable, Current Data on Employment or Unemployment of LWDs
- Getting Hired: Bias, Prejudice and Assumptions
 - Preconceived Notions about LWD Competence
 - Lack of Visible Examples of Successful LWDs
 - Panelists' Personal Experiences – LWDs Who Surmounted the Barriers to Hiring
- Disclosing Disabilities in the Workplace: When and How to Disclose - The Balancing Act
- Integration of LWDs Into the Profession
 - Participation in Bar Associations and Professional Organizations
 - Accessible Locations for Professional Functions
 - Accommodation at the Professional Level
(1.0 credit in Professional Practice)

11:00 - 11:50 Accommodations For Lawyers With Disabilities

Speakers: **Jack Chen, Associate Patent Counsel**
Google Inc.
New York, NY

Anat Maytal, Associate
Baker Hostetler
New York, NY

- Guides to Accommodations for Lawyers from the Job Accommodation Network (JAN) and the Equal Employment Opportunity Commission (EEOC)
 - Realistic accommodations in a law firm setting/culture
 - Accommodations specific to lawyers
 - Defining "essential duties" for attorneys
- Assistive Technology
 - How to level the playing field for lawyers with hearing and/or vision impairments
- Requesting Accommodations
 - Discussion of the "who, what, when, why and how" of accommodation requests
(1.0 credit in Professional Practice)

11:50 - 12:00 Break

12:00 - 12:50 Lawyers with Mental Health Disabilities

Speakers: **Eileen Travis, Director**
Lawyer Assistance Program
New York City Bar Association
New York, NY

Anupa Iyer, Policy Advisor
Office of Federal Operations
Equal Employment Opportunity Commission
Washington, DC

Sara Liss, Staff Attorney
Disability Rights New York
Brooklyn, NY

- Mental Health Issues: Most Challenging Disabilities for Obtaining and Maintaining Employment
- Accommodations for Lawyers with Mental Health Conditions
 - Balancing the Need for Accommodation with the Demanding Reality of the Practice of Law
 - Concerns for the Safety of Co-Workers and Clients - the "Direct Threat" Affirmative Defense
- How Lawyers with Mental Health Disabilities Have Fared as Plaintiffs in the Courts
- The Role of a Lawyers Assistance Program
(1.0 credit in Professional Practice)

12:50 - 1:10 The Future for Lawyers with Disabilities

- Roundtable Discussion by Panelists
- The future for LWDs: How to join and play a meaningful role in the legal profession

1:10 - 1:20 Questions and Answers
(0.5 credit in Professional Practice)

1:20 p.m. Adjournment

Program Faculty

Program Planning Chair

Rachel J. Minter,
Principal, Law Office of
Rachel J. Minter,
New York, NY

Speakers: **Kathryn Carroll,** Member, NYSBA Committee on Disability Rights, Ronkonkoma, NY, **Jack Chen,** Associate Patent Counsel, Google Inc., New York, NY, **Michael Gilberg,** Principal, Law Practice of Michael Gilberg, Somers, NY, **Elizabeth Grossman,** Director PAIR & PABSS Programs, Disability Rights New York, Albany, NY, **Anupa Iyer,** Policy Advisor, Equal Employment Opportunity Commission, Washington, DC, **Sara Liss,** Disability Rights New York, Brooklyn, NY, **Anat Maytal,** Associate, Baker Hostetler, New York, NY, **Tara L. Moffett,** Partner, Girvin & Ferlazzo, P.C. Albany, NY, **Eileen Travis,** Director, New York City Bar Association Lawyer Assistance Program, New York, NY, **Stephanie Woodward,** Director of Advocacy, Center for Disability Rights, Rochester, NY

4.5 MCLE CREDITS: 4.5 Professional Practice.

This course has been approved for MCLE credit in **New York** for all attorneys, including newly admitted (less than 24 months).

This program has also been approved for MCLE credit by the **State Bar of California** and the **Pennsylvania Continuing Legal Education Board** for **4.0** credit hours of substantive law and **0.0** credit hours of ethics. All inquiries regarding MCLE credits may be directed to **(518) 487-5606**.

This program has been approved by the **Board on Continuing Legal Education of the Supreme Court of New Jersey** for 4.8 hours of total CLE credit. Of these, 0.0 qualify as hours of credit for ethics/professionalism, and 0 qualify as hours of credit toward certification in civil trial law, criminal trial law, workers' compensation law and/or matrimonial law. This course does not qualify under any of the nine specified new admit areas, in five of which New Jersey attorneys admitted in 2009 or thereafter, in their first full two-year compliance period, must take 15 of their 24 required credit hours (see [BCLE Reg. 201:2](#)).

The New York State Bar Association has been certified as an accredited provider of Continuing Legal Education in the states of New York, New Jersey, Pennsylvania and California.

IMPORTANT NOTICE: PARTIAL CREDIT FOR PROGRAM SEGMENTS NOT ALLOWED. Under the New York State Continuing Legal Education Board Regulations and Guidelines, attendees at CLE programs cannot receive MCLE credit for a program segment unless they are present for the entire segment. Persons who arrive late, depart early, or are absent for any portion of the segment will not receive credit for that segment.

Information and Policies

Pre-Registration Strongly Advised: You can save money and guarantee your seat and course materials by registering early. Registrations received at the door are subject to an additional \$15.00 registration fee. Seating is limited in all locations and registrations are taken on a first-come, first-served basis.

Cancellations Are Easy – Full Refunds Are Given: Your full registration fee will be refunded if you give us notice no later than the close of business (4:45 p.m. EST) three business days prior to the date of the program for which you registered. Registrations cancelled less than three business days from the program date will be assessed a cancellation fee of \$25.00. To cancel, call or email the Member Resource Center at **(800) 582-2452** or mrc@nysba.org. If you do not cancel and do not attend the program, access to a complete set of course materials in PDF format will be forwarded to you via e-mail in consideration of the registration fee. Non-registrants may purchase program materials after the final program date.

MCLE Credit: This program is acceptable for MCLE credit in New York and many other MCLE jurisdictions.

Tuition Assistance: Any New York attorney who has a genuine financial hardship may apply for tuition assistance for a CLE program by completing a Tuition Assistance Request Form and returning it to the CLE Department no later than five working days prior to the program date, explaining the basis of his/her hardship. If granted, the attorney will receive tuition assistance, depending on the individual's circumstances. To download a

Tuition Assistance Request Form, visit www.nysba.org/tuitionassistance. For more details, please contact Holly Murray at (518) 487-5586.

Group Discounts: Subject to availability and exclusions, group discounts are available to law firms and organizations sending 3 or more employees to any one NYSBA CLE program. Please contact Holly Murray at (518) 487-5586 for more information.

Recording of NYSBA Seminars in Any Form Is Strictly Prohibited.



Accommodations for Persons with Disabilities: NYSBA welcomes participation by individuals with disabilities. NYSBA is committed to complying with all applicable laws that prohibit discrimination against individuals on the basis of disability in the full and equal enjoyment of its goods, services, programs, activities, facilities, privileges, advantages, or accommodations. To request auxiliary aids or services or if you have any questions regarding accessibility, please contact Cindy O'Brien at (518) 487-5585 or cobrien@nysba.org.

Not a NYSBA Member?



With NYSBA Membership You Can Do More WITH More:

1. Save money with members-only discounts on CLE of more than 30%
2. Stay informed with up-to-date, accurate members-only information and publications
3. Access members-only job and career resources at www.nysba.org/jobs
4. Network with the best via exclusive, members-only Section benefits

Become a NYSBA Member Today! Go to www.nysba.org/join or Call **800.582.2452**

NYSBA CLE



ELECTRONIC
COURSE
MATERIALS

Program materials are distributed at each CLE live program in a print course book publication. In addition, complete course materials are distributed via email to registered attendees in downloadable, digital PDF searchable format prior to the program date providing flexibility in using these materials in your day-to-day practice.

Special Offer from the NYSBA Bookstore

Save 20% on our featured product

Disability Law and Practice: Special Education, Assistive Technology and Vocational Rehabilitation

This is the first of a three-book series that together provide a broad education in all aspects of disability law and practice. Each stand-alone volume focuses on a particular area of disability law and includes chapters on ethics and resources for the practitioner. Book One in this series provides useful guidance in the areas of special education, assistive technology and vocational rehabilitation.

Print: 42153-1 | 2013 | **NYSBA Members \$65** | Non-Members \$80
E-Book: 42153-1E | 2013 | **NYSBA Members \$65** | Non-Members \$80
1.800.582.2452 | www.nysba.org | source code PUB8241
Use coupon code **PUB8241** when you order online and save **20%**
Discount does not apply to HotDocs® products



* Offer expires 30 days after program date.

4 WAYS TO REGISTER

Online www.nysba.org/CLE

Call **1.800.582.2452** (U.S. and Canada)
or **518.463.3724** in Albany & surrounding area

Use the order form located next to the address section on back page:

Mail Member Resource Center
New York State Bar Association
One Elk Street
Albany, NY 12207

Fax **518.463.5993**

REGISTRATION FEES

NYSBA members: \$135.00

Non-members: \$235.00

Students: \$45.00

Labor & Employment Law Section: \$114.75

Newly Admitted Attorney: \$110.00

NOT A LABOR & EMPLOYMENT SECTION MEMBER? JOIN TODAY AND ENJOY VALUABLE BENEFITS.

- Connect and network with fellow attorneys
- Enhance your knowledge with Section publications
- Save 15% on this program!

Call (800) 582-2452 and join today!

Source Code: CL4373

Program Location

Important Note: If you plan to register at the door, please call us at **(800) 582-2452** or in Albany and surrounding area, at **(518) 463-3724**, to verify that the program is not sold out or that the date or location has not been changed. Those who pre-register in advance of the program will automatically be notified of any such changes. Please register as early as possible to avoid disappointment.


Tuesday,
December 13, 2016
New York City
PC: OEM44
Live & Webcast

New York Society of Security Analysts
1540 Broadway, Suite 1010
New York, NY 10036
(212) 541-4530

Webcast

Can't attend in person? This program is also available via a simultaneous live webcast option.

Newly admitted attorneys (less than twenty-four months) may view the webcast to receive New York MCLE credit.

 See our Fall 2016 schedule online at www.nysba.org/cle



NEW YORK STATE BAR ASSOCIATION
CONTINUING LEGAL EDUCATION
1 Elk Street, Albany, NY 12207

Registrant note: Is your name and address listed correctly on the mailing label at the right? If not, please contact the Member Resource Center at 800.582.2452/518.463.3200. If you receive multiple copies of this brochure, please pass them along to colleagues who may be interested in this program.

**POSTMASTER: CONTAINS DATED MATERIAL.
PLEASE DELIVER PROMPTLY. THANK YOU.**

Non-Profit Org.
US Postage
PAID
Albany, NY
Permit No. 155

Disabilities In The Legal Profession – PC: (OEM44)

Location of Seminar _____

Paying by Check?

Please complete this form and mail it with your payment to:

Member Resource Center
New York State Bar Association
One Elk Street, Albany, NY 12207

Name _____
FIRST/INITIAL/LAST

Firm _____

Business Address _____
STREET/SUITE NUMBER/CITY/STATE/ZIP

Telephone (_____) _____



4.5 MCLE Credits
4.5 Professional Practice
See inside for
more details.



the Legal Profession

Disabilities in

NYSBA CLE presents

REGISTER EARLY AND GUARANTEE YOUR SEAT AT THE PROGRAM!