

12:59:33 From jwyant to All Panelists : Great - will there be a captioning view?

13:01:10 From Ben Rue : [askjan.org/landingpage/forum2017](http://askjan.org/landingpage/forum2017)

13:04:16 From jwyant : hello, is there a captioning option?

13:07:52 From jwyant : excuse me, but where are the captions?

13:11:26 From Steve Humerickhouse : I'm sorry...with the last minute change in webinar platform we weren't able to get them added into today's webinar. We are wokring with the provider to get them added for the next one.

13:15:11 From Steve Humerickhouse : Since the webinar is being recorded we are working on getting it captioned after the fact and loaded onto the website.

13:17:41 From Steve Humerickhouse : Please remember to type your questions into the chat featurer.

13:25:43 From Steve Humerickhouse to Ben Rue(Privately) : would you type about questions into chat

13:28:29 From Tonya.Powell : comverstation takes place in the open setting

13:28:32 From RossE03 to All Panelists : reschedule the appointment until private office is availave

13:28:48 From Owner-PC to All Panelists : Not offering a private and confidential space to speak together after the employee requested it.

13:29:09 From deborahdagit : Good, you are right, should have secured private location.

13:29:47 From Ben Rue : Please be sure all your questions here in the chat.

13:29:55 From RossE03 to All Panelists : don't disagree with the employee listen to what they have to say

13:30:47 From LNEWLAND to All Panelists : She cuts him off too quickly.

13:30:59 From Tonya.Powell : seems hesitant to work with him because he has never said anything about it before and does not seem to be taking his condition seriously

13:31:34 From LNEWLAND to All Panelists : She focuses too much on everyone else has to deal with these things.

13:31:42 From Tonya.Powell : Does not act on Joseph's request for reasonable accommodation

13:31:54 From Tonya.Powell : no interaction

13:31:58 From Arona Fay Roshal to All Panelists : she could have looked for other closed door meeting option; dismissing his concerns; not take action she said would look into

13:32:04 From LNEWLAND to All Panelists : She's just putting him off.

13:32:29 From Wes Combs : Not adhering to a timeline to respond or communicating updates to the employees

13:32:35 From smantell1 : Appears she never contacted HR

13:32:52 From LNEWLAND to All Panelists : Has a negative mindset towards telework and anything that would cause her extra effort to assist him in finding a solution.

13:33:07 From Tonya.Powell : She is now creating a hostile work environment and clearly is violating his rights.

13:33:28 From smantell : Tonya is not seeing this as a disability

13:33:33 From mad08 to All Panelists : she could engage him in the solution and not take it all on her shoulders...he doesn't trust her

13:33:33 From CJACKSON to All Panelists : culturally incompetent manager

13:33:54 From U2523T8 : should not make comparisions between his, unique situation and everybody else.

13:33:56 From CJACKSON : no work done by the manager regarding increasing her own cultural awareness re: PTSD

13:34:05 From brick007 : "I'm all ears" Supervisor comment

13:34:19 From katie.doyen to All Panelists : minimized his request by saying everyone else likes the new environment and no one else has hearing issues

13:34:29 From katie.doyen : minimized his request by saying everyone else likes the new environment and no one else has hearing issues

13:34:38 From Baldrigd to All Panelists : He didn't offer any possible solutions to her.

13:35:02 From iheaslip : She does not find a private area to discuss his concerns.

13:35:29 From Arona Fay Roshal to All Panelists : points to employee needing to advocate for himself and perhaps bring in solution options

13:35:30 From sspeetz1 to All Panelists : IN our company we would ask him to submit a note from his doctor. Once that comes in we and the managers HAVE to find a way to accommodate him. You need a process.

13:36:45 From nanodelle : Also, managers should not equate telework with lack of teamwork--the opposite is true.

13:36:56 From Arona Fay Roshal to All Panelists : Actually this wasn't very subltle

13:38:07 From Sarah\_Kriewall to All Panelists : when should an applicant disclose the need for a possible accomodation? During the interivew process, after the offer, in orientation, after job has started?

13:38:33 From Erika Roland to All Panelists : I'm wondering about small companies. Are there any public funds available to make some changes (if expensive) more affordable for the company?

13:39:57 From shanna.slice to All Panelists : If an employee is not their own legal guardian whether an adult or youth - do you need to include the guardian in the process of the accommodation?

13:40:26 From Gretl Kruse to All Panelists : That is great advice!

13:40:41 From nanodelle : Might a supervisor suggest (before P review) confidentially contacting someone who is well versed in

issues of PTSD, if it's okay with the employee, and have that person mediate between supervisor and employee?

13:41:13 From Jason Olen to Ben Rue(Privately) : info on tax incentives <http://askjan.org/media/tax.html>

13:41:32 From Ben Rue : info on tax incentives <http://askjan.org/media/tax.html>

13:44:10 From RossE03 to All Panelists : She still should be aware of facing the employee while speaking as he has said he is hard of hearing

13:44:54 From RossE03 to All Panelists : Hands are also covering her mouth

13:45:02 From wgoenner : way more engaged

13:45:13 From 115501 to All Panelists : Are these videos available to use for in-house trainings?

13:46:00 From Jason Olen to Ben Rue(Privately) : yes, the videos are designed for this purpose and have accessible Powerpoints that go with them.

13:46:11 From sce01355 : good to ask for the employee to give suggestions for consideration

13:47:00 From srmoult to All Panelists : The follow up session was more timely this time around.

13:47:57 From Jason Olen to Ben Rue(Privately) : ben it lloks like the last message only went to me privately.

13:47:59 From deborahdagit : Yes, these videos are available for in house training.

13:48:25 From srmoult to All Panelists : Good to have the accommodations specialist in attendance at this meeting.

13:50:47 From honkolam to All Panelists : Perhaps JAN could consider itemizing the nuanced mis-steps of the supervisor that Employers could then use in guiding conversations in a training environment.

13:52:14 From Steve Humerickhouse : If you have other questions, please type them into the chat room.

13:52:39 From Tonya.Powell : Deb, are the videos available on the JAN website?

13:53:35 From Tonya.Powell : Ok. Jason answered. Thanks.

13:54:45 From Katherine to All Panelists : This is great info!

13:58:23 From LNEWLAND : Thank you!

13:58:43 From Wes Combs : Is there any insight into what the Trump Adminstration's POV is on disability issues?

13:58:56 From Owner-PC to All Panelists : How do we track applicants that have asked for a reasonable accomm during the interviewing process and what we determined?

13:59:04 From Muck6161 to All Panelists : Thank you!

13:59:06 From smantell : Thank you for this presentation!!

13:59:19 From stevend to All Panelists : will you be sending us a minutes/slides of this webex via email?

14:00:02 From knguyen to All Panelists : Thanks you for the webinar. Very helpful information.

14:00:33 From Erika Roland to All Panelists : Great presentation. thanks. I thought the videos were fantastic. There's nothing quite like watching it.

14:01:23 From Steve Humerickhouse : we'll send out an email once everything is loaded onto the website.--video, PPT.e tc.

14:01:48 From Wes Combs : Thank yoy

14:01:53 From Gretl Kruse to All Panelists : Thank you!

14:01:58 From Gretl Kruse to All Panelists : This was great!

14:02:07 From 115501 to All Panelists : Thank you. Good stuff!

14:02:21 From stevend to All Panelists : thank you...great information

14:02:22 From honkolam to All Panelists : Great presentation and highlighting of resources. Thanks!

14:02:22 From Owner-PC to All Panelists : Disability Accommodations for students in College

14:03:10 From wgoenner : Thank you

14:03:14 From july.vang to All Panelists : Thank you.

14:03:15 From Owner-PC to All Panelists : Thank you.

14:03:27 From U2523T8 : Thank you. Great session!

14:03:37 From kmalone to All Panelists : Do you know volunteers will hear about if they are selected for the Forum?

14:03:40 From Kathryn : Is there an eval for this webinar

14:03:45 From RossE03 : Thank you it was very informative