

Presentation Title: ADA Basics and Reasonable Accommodations in the Workplace

Presenter: Executive Director-Attorney Daniel Somerfleck

Agency: Guam Legal Services Corporation-Disability Law Center

Date: Tuesday, October 21, 2025

Time: 9:00 AM – 11:00 AM

Location: DOA Training Room, ITC Building, 2nd floor, Suite 215, Tamuning

Target Audience: All Employees

Presentation Description:

Creating a fair and compliant workplace starts with understanding the ADA. This presentation will provide understanding of the Americans with Disabilities Act (ADA) and ADAAA amendments Act of 2008 (ADAAA), covered disabilities, the requirements for requesting accommodation, and employees' rights and responsibilities

Objectives:

- Understand core principles of Americans with Disabilities Act (ADA) and ADA amendments Act of 2008 (ADAAA) as they apply to workplace inclusion.
- Identify what constitutes a covered disability under the ADA and how it may impact employment rights.
- Recognize the steps involved in requesting reasonable accommodation, including documentation and communication best practices.
- Clarify employee rights and responsibilities throughout the interactive process with employers.
- Engage effectively in the interactive process, promoting collaboration and mutual understanding between employees and management
- Apply ADA concepts to workplace scenarios to support a fair, inclusive, and legally compliant environment.