EARN
Employer Assistance and Resource Network on Disability

EARN Webinar:
Celebrating Value and Talent: Supporting Employees through Stay-at-Work/Return-to-Work Programs
October 22, 2025

Featured Presenters

Wendy Strobel Gower, M.S.
Development and Dissemination Lead
Employer Assistance and Resource Network on Disability (EARN)

Wendy Strobel Gower leads the development and dissemination team for EARN. She has almost 30 years of experience in employment and disability, with much of her work focusing on interpreting disability laws and regulations for application to workplace policy and practice. She also serves as the Thomas P. Golden executive director at the K. Lisa Yang and Hock E. Tan Institute on Employment and Disability at Cornell University. She has extensive experience with knowledge translation, product development, and project leadership. Wendy holds a master's degree in rehabilitation counseling from the Medical College of Virginia at Virginia Commonwealth University.

Tracie DeFreitas, M.S., ACE-CHC
Program Leader
Director of Training and Outreach
Job Accommodation Network (JAN)

Tracie DeFreitas is a program leader and the director of training and outreach for JAN, the foremost national resource for expert guidance on workplace accommodations and the accommodation process. Tracie has nearly 30 years of experience providing expert consultation and practical guidance on a broad range of workplace accommodation and compliance issues under Title I of the Americans with Disabilities Act (ADA) and related workplace laws. She is also an experienced national speaker and writer on accommodation processes and ADA topics. Tracie specializes in providing consultation on navigating complex ADA issues and practical accommodation process strategies that extend beyond ADA compliance. Tracie oversees the planning, design, and execution of JAN's training and outreach initiatives in her role as director. She collaboratively manages the daily operations of the JAN service in her role as program leader.

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For more information, visit AskEARN.org.