EARN Webinar:
*Creating a Disability-Inclusive Workplace: The Role of Accommodations*
July 19, 2023

**Featured Panelists**

**Tracie DeFreitas**
Program Leader
Director of Training, Services, and Outreach
Job Accommodation Network (JAN)

Tracie DeFreitas is the director of training, services, and outreach for the Job Accommodation Network (JAN), the leading national source of expert guidance on workplace accommodation and disability employment issues. DeFreitas directs the planning, design, and implementation of internal and external JAN training programs and outreach strategies. She also collaboratively manages the day-to-day operation of the JAN service to ensure that customer needs and organizational goals are met. DeFreitas has nearly 30 years of experience providing practical guidance and expert disability-related federal employment law consultation regarding a broad range of Americans with Disabilities Act (ADA) issues and job accommodation situations. She is an experienced national speaker and writer who specializes in ADA Title I compliance, the interactive accommodation process, disability-related inquiries, flexible work arrangements, and COVID-19 related accommodation issues.
Robert Blake is the deputy director of the Office of Diversity and Equal Opportunity (ODEO) at NASA’s Johnson Space Center (JSC). Blake leads the ODEO team and assists with the development and implementation of strategies designed to raise awareness about its equal opportunity (EO) policies, practices, and services; reasonable accommodations for individuals with disabilities; and diversity and inclusion initiatives such as Employee Resource Groups (ERGs) and Special Emphasis Programs. Blake began his career at NASA JSC in 2010 and quickly became involved in diversity and inclusion efforts, including as a founding member of NASA’s first LGBTQ+ ERG. Currently, he also serves as the JSC EO Complaints Advisor, a JSC Resolving Issues Team member, an Awards Panel member, and as a NASA Mediator. Blake is hard-of-hearing and passionate about belonging and access in work environments.
Jed Seifert is the co-founder of Stakes Manufacturing, an on-demand, print direct-to-garment and direct-to-film apparel company based in Cleveland, OH. Stakes Manufacturing is passionate about inclusion and currently employs a number of people with disabilities. The Association of People Supporting Employment First (APSE) presented the company with the “APSE 2022 National Employer of the Year” award to recognize its efforts to build an inclusive workforce.

Seifert sits on the Board of Directors of SEEC, an organization dedicated to helping people— with disabilities—including Seifert’s brother—attain meaningful employment and independent living in the DC metropolitan area; the National Fragile X Foundation, an organization committed to serving all those living with Fragile X with a focus on community, awareness, and research in the pursuit of treatments and a cure; and U.N.I.T.E. Together, an organization focused on empowering and reinforcing a collective commitment to embrace inclusion in the print industry. He also serves on the CEO Commission for Disability Employment founded by Voya Financial, the Society for Human Resource Management (SHRM), and the National Down Syndrome Society (NDSS) to be a source of research and information, actionable steps, and advocacy opportunities for member companies to recruit and hire employees with disabilities.

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