

Presented by  
Ogletree Deakins'

**SALT LAKE CITY OFFICE**

You're invited to an informative briefing on the latest labor and employment law issues affecting employers.



**TOPICS**

**ADA, Pregnancy, and Religious Accommodations: Recent Cases and Best Practices**

**A Discussion on Effective Legal Writing and Professionalism**

***Guest Speakers: The Honorable John Nielsen (Utah Supreme Court) and the Honorable Ryan Tenney (Utah Court of Appeals)***



**DATE**

Friday, April 17, 2026



**TIME**

8:00 – 10:00 a.m.

(Registration and breakfast will begin at 7:30 a.m.)



**COST**

Complimentary



**LOCATION**

Ogletree Deakins  
Gateway Tower West at City Creek  
15 West South Temple, 2nd Floor  
Salt Lake City, UT 84101  
(801) 658-6100



**REGISTRATION**

Register online at [www.ogletree.com](http://www.ogletree.com), or contact Debbie Dixon at (816) 410-2239 or [debbie.dixon@ogletree.com](mailto:debbie.dixon@ogletree.com). To request an accommodation for a disability, please email [accessibility@ogletree.com](mailto:accessibility@ogletree.com) as soon as possible.

We will submit this program to the HR Certification Institute and SHRM for review and are applying for Utah CLE credit.

# AGENDA

7:30 – 8:00 a.m.

## **REGISTRATION AND BREAKFAST**

8:00 – 8:10 a.m.

## **OPENING REMARKS**

*Moderator:* David C. Castleberry

8:10 – 9:00 a.m.

## **ADA, PREGNANCY, AND RELIGIOUS ACCOMMODATIONS: RECENT CASES AND BEST PRACTICES**

Employers are required to provide reasonable accommodations for disabilities (ADA), pregnancy-related limitations (PWFA), and sincerely held religious beliefs (Title VII), unless doing so causes undue hardship. Best practices for employers include engaging in an interactive process, maintaining confidentiality, documenting decisions, and allowing for flexible, temporary adjustments such as modified schedules or remote work. This session will focus on recent cases to facilitate group discussion.

*Presenters:* Seth Ensign and Amanda L. Fuller

9:00 – 10:00 a.m.

## **A DISCUSSION ON EFFECTIVE LEGAL WRITING AND PROFESSIONALISM**

Effective legal writing is a specialized form of communication designed to convey complex legal information, analysis, and arguments clearly, concisely, and persuasively. This interactive session will guide attendees through the principles and components of effective legal writing and professionalism.

*Presenters:* The Honorable John Nielsen (Utah Supreme Court)  
The Honorable Ryan Tenney (Utah Court of Appeals)