



Mental Health in the Workplace: An Employer's Guide to Compliance

June 16, 2025 • 10:30 – 11:30 a.m. CT

www.LeadingleAgeIowa.org/MentalHealth

Managing mental health in the workplace can be tricky for an employer. This webinar will provide an overview of the legal requirements governing an employer in this area (FMLA, ADA, etc.) and explore best practices for compliance.

- Gain an understanding of the state and federal law implicated when presented with an employee's mental health condition in the workplace.
- Gain an understanding of the balance of rights and obligations when managing leave or other requests for accommodation.
- Learn best practices for compliance.

Faculty

Aimee Delaney, Partner, Hinshaw & Culbertson LLP

Aimee Delaney is a seasoned attorney who counsels employers on all aspects of the employment relationship, providing strategic, tailored solutions to address a wide range of employee-related challenges. She partners closely with human resources professionals, managers, and in-house counsel on issues throughout the employment lifecycle, including leave and disability considerations, misclassification concerns, employee misconduct, and other disciplinary matters. Aimee also defends employers in litigation involving claims under key state and federal statutes such as Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act (ADA), the Age Discrimination in Employment Act (ADEA), the Family and Medical Leave Act (FMLA), the Fair Labor Standards Act (FLSA), and the Illinois Human Rights Act. Her traditional labor law practice includes representing management in labor negotiations, grievances, arbitrations, and proceedings before labor boards. In addition, Aimee designs and delivers training programs for both management and employees focused on minimizing employment liability and ensuring compliance with workplace laws—covering topics such as anti-harassment, anti-discrimination, and other key areas of employment law. Aimee serves on Hinshaw's Executive Committee and was appointed to the firm's Management Committee in 2019. She previously led Hinshaw's Labor and Employment Practice Group from 2014 to 2019. A graduate of Loyola University Chicago School of Law, she has also served for more than a decade as an adjunct professor at her alma mater, where she teaches Employment Law and Labor Law.

Continuing Education Information

Nursing Home Administrators – 1.0 contact hour is intended to meet the criteria established by the Iowa Board of Examiners for Nursing Home Administrators for participants who attend this event in its entirety. Partial credit for this event will not be granted. To receive contact hours or a certificate of attendance, you must attend the entire event.

Iowa Board of Nursing Provider #67 – LeadingAge Iowa is approved as a provider of continuing education for nurses by the Iowa Board of Nursing, provider No. 67. 1.0 contact hour will be available for participants who attend this event in its entirety. Partial credit for this event will not be granted. To receive contact hours or a certificate of attendance, you must attend the entire event. Evaluations for this event can be submitted to the Iowa Board of Nursing.

For other long-term support and service provider professionals not listed above: Most licensure boards, credentialing agencies and professional organizations have processes that allow individuals to earn a certain number of CEUs for non-preapproved programs and/or to accommodate self-submission for approval of continuing education hours after the event takes place with proper documentation from the program sponsors. It is up to the discretion of the licensee to choose relevant sessions and self-report. Generic certificates of attendance will be provided.

Registration & Other Information

Register at www.LeadingleAgeIowa.org/MentalHealth

LeadingAge Iowa Member FREE

Prospective Member \$79

What's Included

Registration fee includes digital handouts, one connection to the live webinar, and instructions for receiving CE credit/attendance certificates. A recording of this webinar will be made available upon request following the webinar (no CE credit/attendance certificates will be issued for viewing the recording).

Cancellation/Refund Policy

There will be no refunds approved for this webinar. Registered attendees who miss the live webinar can request the recording following the webinar.

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515-440-4630 or www.LeadinAgeIowa.org