

Employee Assistance & Wellness Programs  
Specialty Behavioral Health Network  
Managed Behavioral Healthcare & Absence Management  
Organizational Development

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## ADA Expeditor/Mediator Services

Mental health-related employment law claims present some of the most complex legal and organizational challenges any employer can face. Yet these claims under FMLA, ADA, and Title VII are increasingly common. That's why *MINES & Associates* and certified mediator *Judge (Ret.) Mary McClatchey, President of WorkSmart Partners*, have teamed up to provide an integrated approach to managing and resolving these cases.

- **Avoid the delays** that erode workplace relationships and narrow accommodation options
- **Focus on the mutual goal** of returning workers to full wellness and productivity quickly

We offer two levels of services, depending upon case complexity, number and type of interventions necessary to resolve the case, organizational budget, and desired results.

Package Level Description	Standard	Premium
<b>Expedited Information Gathering</b>		
<ul style="list-style-type: none"> <li>• Review documents</li> <li>• Coordinate with treatment provider, supervisor, employee, and HR to confirm essential functions, nature of impairment, and reasonable accommodation options</li> <li>• Explore root cause</li> </ul>	<p>✓</p> <p>✓</p> <p>✓</p>	<p>✓</p> <p>✓</p> <p>✓</p>
<b>Mediation and Conflict Resolution</b>		
<ul style="list-style-type: none"> <li>• Meet with all parties</li> <li>• Mediate a facilitative, interest-based interactive process with employee, supervisor, HR</li> <li>• Draft a reasonable accommodation agreement, and assist parties to modify it over time as necessary</li> <li>• Troubleshoot return-to-work process if warranted</li> <li>• Develop employee wellness plan</li> <li>• Coach employee, supervisor and work team as needed</li> <li>• Weekly phone support for employee and supervisor                             <ul style="list-style-type: none"> <li>○ 4 weeks</li> <li>○ 8 weeks</li> <li>○ 12 weeks</li> </ul> </li> <li>• If grievances or legal claims have been filed, mediate a resolution with parties and counsel</li> </ul>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>
<b>Case Management (for More Complex Situations)</b>		
<ul style="list-style-type: none"> <li>• Psychological/psychiatric assessment of diagnosis, treatment plan, and psychological soundness of accommodation and/or return-to-work plan</li> <li>• Provide second opinion on diagnosis if warranted</li> <li>• Design and implement case management plan</li> </ul>		<p>✓</p> <p>✓</p> <p>✓</p>

For more information please call  
Dr. Kimlinger at 303-748-3010, Dr. Mines at 303-520-1068, or Judge (Ret.) McClatchey at 303-229-3597