

# IPA INTERNATIONAL PARURESIS ASSOCIATION

1996 • Celebrating 28 Years • 2024

Our Vision: To Champion Paruresis Awareness.

## IPA "Freedom Press" eZine

*The newsletter for people suffering from paruresis, the loved ones who care about them, and the mental health and medical professionals who support them.*

August 2024

### [The Employment Edition](#)

Inaccuracies? We're on the case!

Share to "Declare"

Baltimore is GO, Dallas, Las Vegas on Tap

Next FREE Virtual Support Group Info

Women's Event Scheduled

One Last Paris Tidbit and more!

*As we come out of the summer lull, the IPA inbox has been filling up with questions and cases regarding employment and accommodations. We tackle a few below and encourage you to disclose your condition!*

**Inaccurate headline from an HR law publication regarding Shy Bladder? We're on the case!**

**The HR Specialist**

Thanks to the eagle eyes of IPA Co-Founder Dr. Steven Soifer, we spotted a small but important inaccuracy from a Human Resources information provider. Their tag line says, "HR Answers You Can Trust." but can you? Here's why we put them to the test:

In the April 2024 edition of the "HR Specialist: Employment Law" newsletter, a small page 3 blurb headline read, **"'Shy bladder' doesn't constitute a disability"** As, the IPA had procured a letter in 2011 from the US Equal Employment Opportunity Commission (EEOC) that says otherwise, alarm bells promptly went off in our office. On further review, the case in fact (Jones v. Con-Way) turned on the procedural question of whether a trucking company had followed the US Department of Transportation (DOT) process at the time. (They had.) However, anyone scanning the article would have gone away with the **incorrect impression** of what the case said regarding shy bladder.

After pointing out how their headline could be misconstrued, **the publication quickly and graciously corrected the headline and apologized for the error.** So, the answer is yes, in this situation anyway, HR Specialist does have HR answers you can trust! **Case closed.**  
<https://www.thehrspecialist.com/about-us>

We're continuing to monitor the rollout of new DOT rules that will allow for oral fluid testing. <https://paruresis.org/dot-nprm/>

### Share to "Declare"

While we're on this subject, one more bit of encouragement about **how important it is to disclose your disability** upfront and right away. Swallowing your embarrassment for one minute is critical for protecting your rights for a lifetime. From the "Ohio Employer Law Blog" April 22, 2015. In Lucas v. Gregg Appliances (S.D. Ohio 4/15/15), the employee lost his case because the employer didn't know about the employee's disability and he didn't request an accommodation until it was too late. Read more [here](#).



# What if the IPA wasn't "on the case"?

[Click Here to Donate](#)

## Are you disabled and unable to work because of your paruresis?

Your historical profession would have to be one that would make it not possible to work in your field remotely. The IPA wants to know. We're looking for an opening to test the Social Security disability system. Hit reply and let us know.

**Not all  
disabilities  
are VISIBLE**

## How to File a Charge of Employment Discrimination | U.S. Equal Employment Opportunity Commission

<https://www.eeoc.gov/how-file-charge-employment-discrimination>

## From USA Today: 'Shy bladder' syndrome leads to lawsuit (April 2023)

The ADA as amended plays a big role in today's fight for accommodations. Read the letter to us from the EEOC [here](#) and this article.



"DES MOINES, Iowa -- A would-be administrator who failed a job-related drug test due to anxiety over giving a urine sample has sued Iowa Methodist Medical Center for failing to make a reasonable accommodation to her alleged disability.

Federal court papers filed in Des Moines this month accuse Iowa Methodist of violating Jennifer Conner's rights after the hospital determined that Conner failed a company-ordered drug test last June because she did not complete it." [Read more . . .](#)

## UPCOMING PARURESIS SUPPORT EVENTS & NEWS

### Next Virtual Support Group Meetings - FREE!

**Sunday, Aug 25, 2024**

1 pm US ET | Noon CT | 11 MT | 10 PT

Your Hosts: David Kliss (Support Coordinator) and Steven Weinraub (West LA Support Leader)

*All: This meeting is a great start for someone looking to connect with others for support, advice, and potential graduated practice. Hosted by our wonderful IPA board members David and Steven, you'll be glad you invested this time in your recovery and in supporting others! Use the [Contact the IPA](#) form to request the link.*

### **WOMEN'S** Virtual Support Group Meetings

Your Host: Andrea Weyant

### Live Workshops

Scroll for Next Virtual

*Each live workshop needs a minimum of 5 pre-registrations to make it a "go!" We'll return all your funds if we don't make our minimum. Sign up today.*

### **BALTIMORE Live Weekend Workshop**

Fri. Sep. 13 to Sun. Sep. 15, 2024  
Kickoff Fri. 7 p.m.; Sunday 'til 2 p.m.  
Leader: Dan Rocker, LCSW, MA  
\$795; \$695 for IPA members

[This event is a GO! Your seat is available. Click here for details and to register!](#)

### **DALLAS Live Weekend Workshop**

Fri. Sep. 27 to Sun. Sep. 29, 2024  
Kickoff Fri. 7 p.m.; Sunday 'til 2 p.m.  
Leader: Roger Merritt, LCMHC, MA  
\$795; \$695 for IPA members

[Pre-registration now open. 2 more needed by 8/27. Click here for details and to register!](#)

### **LAS VEGAS Live Weekend Workshop DOUBLE HEADER!!**

*This event will feature special content for repeat/"advanced" attendees.*

*Ladies: Many of our women members say they would prefer a sharing environment geared toward women. Shy Bladder Center member and certified health coach Andrea Weyant has been holding intermittent evening meetings for you! Use the [Contact the IPA](#) form to connect with Andrea and learn about the next Zoom gathering.*

#### LOCAL MEETINGS

These locales hold regular in-person events. Reach out to them today!

**San Francisco** (Chris):  
sanfrancisco@support.paruresis.org

**Chicago/Milwaukee** (Dave):  
davidk@support.paruresis.org

**Baltimore** (Bill):  
baltimore@support.paruresis.org

**Toronto** (Jim):  
toronto@support.paruresis.org

**Hudson Valley** (Dr. Steve):  
hudsonvalley@support.paruresis.org

**Maine** (Mike):  
maine@support.paruresis.org

Find your local support group or contact person [here](#).

#### PEE BUDDIES SOUGHT in these locales:

Fort Collins, Colorado  
Albany, California  
Columbus, Ohio  
Kent, Ohio

[Your City Here!](#)

## Next Virtual Workshop

**Saturday**, January 25, 2025  
10 a.m. - 6 p.m. US ET

Leader: IPA President, Dan Rocker, LCSW, MA

Fri. Nov. 1 to Sun. Nov. 3, 2024  
Kickoff Fri. 7 p.m.; Sunday 'til 2 p.m.  
Leaders: Dr. Steven Soifer, Ph.D., MSW,  
Dan Rocker, LCSW, MA,  
and Roger Merritt, LCMHC  
Early Bird Prices \$745; \$645 for IPA members

[Click here to learn more and to register.](#)  
[We need 5 by Oct. 1 to make this a "go"!](#)

#### LAS VEGAS Women's Workshop

This event will feature special content for female attendees.

Fri. Nov. 1 to Sun. Nov. 3, 2024  
Kickoff Fri. 7 p.m.; Sunday 'til 2 p.m.  
Leader: Ruth Lippin, LCSW, JD with special guest Dr. Steven Soifer, Ph.D., MSW

Early Bird Prices \$745; \$645 for IPA members

[Click here to learn more and to register.](#)  
[We need 5 by Oct. 1 to make this a "go"!](#)

Don't see your town listed? [Fill out our workshop interest form with your locale.](#)

All of our workshop leaders and IPA Executive Director Tim Pyle would be very happy to connect with you in advance of any workshop. Head over to the [Contact the IPA](#) form and we'll arrange it! Also, you'll find links to videos of leaders under their entries on the Shy Bladder Center page. They are fantastic experts and advocates for Paruresis sufferers around the world.



[Click Here for Reminders](#)

## QUICK HITS from the IPA Inbox

### "Advanced Level Practice"?

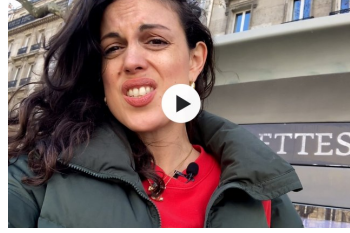
This will NOT be included in the Advanced Vegas Workshop in November. . .



### Have we missed the window of Paris Olympic stories?

From the BBC's Daphnée Denis: She investigates why Paris is so prone to public urination: is it a historical, sociological or psychological issue? What is the real reason behind this habit? May 2023

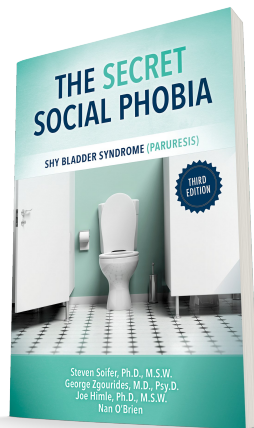




**DONATE**

*The IPA's 2025 Giving Year has begun! Click above and make a donation of \$100 to enjoy members only site access and workshop savings. Donations of any amount appreciated. Give Today!*

**COMING THIS FALL - The 3rd Edition of the #1 Selling Shy Bladder Book. Watch this space.**



### Avoiding travel due to the sorry state of airport restrooms?

Detroit recently joined other cities like NYC (LaGuardia), Chicago, Baltimore, and Seattle in making a more humane environment for sufferers in their airports. Read more [here](#). Need to advocate for your city? Reach out to us for ideas.



**Our Mission: The IPA is dedicated to supporting people with Paruresis; providing information, recovery strategies and advocating in the mental health, medical and legal communities.**

International Paruresis Association, Inc.  
P.O. Box 21237 • Catonsville, MD • 21228  
[getinfo@paruresis.org](mailto:getinfo@paruresis.org) • 844-ICANTPEE • 844-422-6873

© 2024 International Paruresis Association, Inc. All Rights Reserved

Image credits for first use (source): [none] For images and graphics, IPA uses Pixabay ([pixabay.com](https://pixabay.com)) a free service (support these artists!) and Adobe Stock (through an Adobe Creative Cloud subscription; [stock.adobe.com](https://stock.adobe.com)). Corporate and product logos are property of their respective owners.