

Accommodating Complex Cases: Mental Health, Disability, Religion and Family Status

The duty to accommodate is one of the most complex challenges that HR professionals face in managing employees. This session employs practical examples and case studies to provide you with strategies for accommodating employee needs in even the most difficult of cases. Emphasis will be placed on disability and mental illness, as well as accommodation issues arising from the COVID-19 pandemic.

Learning objectives:

- When the duty to accommodate is triggered
- Medical information: what to request, handling one-line notes, inconsistent information
- Vaccines, tests and school closures: COVID-19 and accommodation
- The unique issues which present in issues concerning mental health
- Practical solutions and policy guidelines for accommodation
- Best practices to protect your organization against future litigation complaints

Date(s): October 27, 2021

Time(s): 9:00 a.m. – 12:00 noon

Who should attend: HR professionals

Fee: \$395 + HST

To register for this program please complete the registration form on the next page and email it to bernardicentre@hrlawyers.ca. Space is limited! Please register early.

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Online Workshop Information:

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Time: 9:00 a.m. – 12:00 noon

Location: online (Zoom platform)

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To Register:

Please email your completed form to bernardicentre@hrlawyers.ca.

Name _____ Title _____

Organization _____

Address _____ City _____ Postal Code _____

Telephone (____) _____ Facsimile (____) _____

Email _____

Fee: \$395 + HST = \$446.35

Method of Payment Visa MasterCard E-Transfer*

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**Payment must be received in advance*

*If paying by e-transfer, please send the e-transfer to efolk@hrlawyers.ca

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Refund Policy: Refunds will be given for cancellations received in writing 48 hours in advance, subject to a refund levy of \$28.25 (includes HST). No refunds will be given for cancellations received after this date; however, a delegate substitution is welcome at all times. If you register less than 48 hours in advance, your registration is considered final.