

Better Business Practices Series

Understanding the Duty to Accommodate Under the Human Rights Code for Mental Health, Disability, and Medical Marijuana

All Child Care Executive Directors, Supervisors, Owners, and Boards of Directors should have a clear understanding regarding their roles and responsibilities related to requests for accommodation in the workplace.

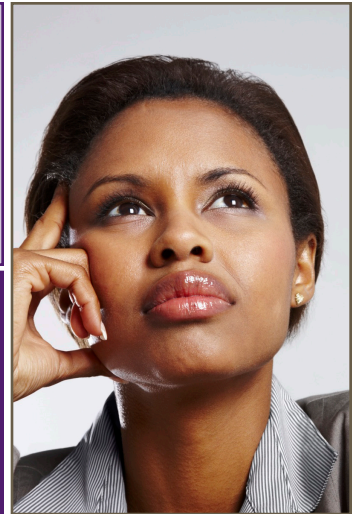
Over the next few years organizations will continue to face significant challenges to meet legislative changes related to the duty to accommodate under the Ontario Human Rights Code, and accessibility in the workplace.

As a best practice, organizations should be proactive in developing policies and strategies for addressing staff requests for medical marijuana, disability, and mental health accommodations.

Our interactive seminar will focus “best” practices on

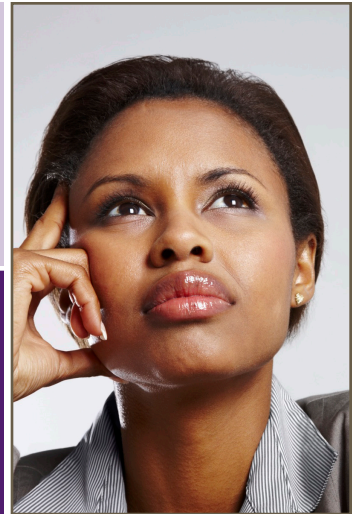
- How to deal with employee requests for accommodation
- What information can you ask for in an accommodation request
- Understanding your organization’s obligations regarding Human Rights and the duty to accommodate
- How to avoid discrimination complaints related to Human Rights
- Mental Health disabilities & accommodations
- Medical Marijuana
- Your duties under the Accessibility for Ontarians with Disabilities Act

We will be joined by Asha Rampersad from Bernardi Human Resource Law LLP to answer your questions on how to deal with difficult accommodation requests. Asha is an experienced employment lawyer with many years working experience in the child care sector.



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Registration Information

Thursday December 6, 2018 • 9:00 am to 1:00 pm • ECCDC Conference Room, 3340 Schmon Parkway, Thorold • \$75 continental breakfast and light networking lunch

To register, please contact the ECCDC at 905.646.7311 extension 304, email eccdc@eccdc.org or visit www.eccdc.org

About the Facilitator

Asha Rampersad – Bernardi Human Resource Law LLP

Asha has represented major Crown Corporations, municipalities, and large private sector clients including Child Care Organizations on a broad range of labour and employment matters, including human rights litigation; grievance arbitrations; AODA and human rights compliance; and occupational health and safety issues.

Equipped with several years of teaching experience at the university level, and conducting numerous training sessions for human resource professionals and child care administrators. Asha has significant expertise in delivering training to both employers and employees on all facets of employment and labour law, including collective agreement interpretation.

Asha has worked with Joy and Terri in the Child Care sector for over seven years. Her main areas of practice include human rights litigation and accommodation issues, labour relations, and all facets of human resources law.