

# Better Business Practices Series

## Ontario Human Rights Commission Policy on Accessible Education for Children with Disabilities and The Duty to Accommodate

The Ontario Human Rights Commission released a new policy and recommendations on August 29, 2018 regarding accessible education for children with disabilities. Under the Code education providers including child cares, private and public organizations have a legal duty to accommodate the needs of children with disabilities up to the point of undue hardship. What do these new recommendations mean for child care organizations?

The duty to accommodate has both a procedural (inquiry, analysis, investigate) and a substantive (reasonable accommodations to meet the need of the child) component that as part of due diligence child cares must follow. The expectations placed on child care organizations can be challenging in trying to provide alternative learning techniques, supports and resources, positive behavioural intervention and modifying the delivery of the program.

### Join us for an interactive seminar to discuss:

- How far do you have to go in the accommodation process?
- What does undue hardship look like for a child care?
- What happens if we cannot accommodate a child?
- Dealing with health & safety concerns related to other children and staff?
- How to manage aggressive children in the classroom and meet your health and safety obligations?
- What do we need to document to protect our organization?
- What discussions should we have with clients?
- When do we need to consult with a lawyer?

### Registration Information

Thursday March 21, 2019 • 9:30 am to 1:00 pm • ECCDC Conference Room, 3340 Schmon Parkway, Thorold • \$75 includes continental breakfast and a light networking lunch • Please note the cost of this seminar is far less than the average legal consultation fee • **To register**, please contact the ECCDC at 905.646.7311 extension 304, email [eccdc@eccdc.org](mailto:eccdc@eccdc.org) or visit [www.eccdc.org](http://www.eccdc.org)



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### About the Facilitators

#### Terri Carr & Joy Lerman – TJ Solutions

Terri and Joy have worked together as consultants and facilitator/trainers working all over southern Ontario for more than fifteen years. They have extensive experience in providing training in the areas of Management, Human Resources, Organizational reviews, and Board Governance.

Terri and Joy's focus is on providing seminars and solutions in managing your Child Care/Family Resource Organizations. Their interactive workshops are creative and energetic combining practical and workable solutions that often include ready-to-use templates you can use in the workplace.

#### 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.