

Addiction in the Workplace

Employers' Duties under Human Rights Law

DID YOU KNOW?

- ◆ Addiction and substance use disorders are considered disabilities under BC's human rights law?
- ◆ Employers have a legal duty to accommodate employees with disabilities, including substance use disorders?

In this 3-hour interactive workshop, an experienced human rights lawyer will help you understand your legal obligations.

Topics covered include:

- ◆ Legal concepts including the "duty to accommodate" and "undue hardship"
- ◆ How to know if you've met your duty to accommodate: balancing safety, risk and employee privacy
- ◆ The duty to inquire about an employee's suspected substance misuse
- ◆ Drug testing in the workplace
- ◆ Legalized marijuana – is your workplace prepared?
- ◆ Human Rights complaints – process and procedures

ABOUT THE FACILITATOR:

Laura Track is a lawyer and educator in CLAS's Human Rights Clinic. She advocates on behalf of people who have experienced discrimination and assists complainants to navigate BC's human rights process. Laura also has a keen interest in making legal knowledge accessible. She delivers workshops and presentations to a wide variety of audiences to help people understand their human rights and comply with their legal obligations.

We host this workshop at our office in Vancouver several times a year.

Workshop fee: \$100
per person

Check our website for upcoming dates.

www.bchrc.net/education

This course is accredited for 3 hours of Continuing Professional Development credit by the Law Society of BC

We can come to you!
If you would like to host this workshop at your own organization, please contact us.

Workshop fee: \$375
plus travel expenses

If you are a non-profit organization and these fees pose a barrier, please contact us to discuss alternative arrangements.

For more info and to book

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