

# Accommodating Employees with Disabilities

## Employers' Duties under Human Rights Law

### DID YOU KNOW?

- ◆ Employers have a legal duty to accommodate employees with disabilities
- ◆ The steps an employer must take to accommodate a disabled employee depend on the situation
- ◆ Complaints about an employers' failure to accommodate a disabled employee are among the most common cases brought to the BC Human Rights Tribunal

**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 a human rights complaint proceeds
- ◆ Tips for creating an accommodation plan
- ◆ How to know if you've met your duty to accommodate – the "undue hardship" standard
- ◆ The duty to inquire about an employee's disability and needs
- ◆ Creating and maintaining an accessible and inclusive workplace

### 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](http://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**

**Contact Svetlana:**

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