

HReview

Seminar Series

LEXPERT RANKED



Please join us at our upcoming ***HReview*** Breakfast Seminar:

**Accommodation Update:
New and Important Decisions in Human Rights Law**

Workplace accommodation can be a challenge for even the most seasoned HR professional. Join us as we discuss recent human rights decisions and how they might impact your workplace. Topics include:

1. Disability Accommodation

- Must an employer accommodate an employee's commute-related restrictions?
- Is an employee entitled to his/her preferred accommodation?
- What, if any, accommodation is to be provided when an employee claims return to work during COVID-19 causes them anxiety and discomfort?

2. Family Status Discrimination

- Must an employer accommodate an employee's child care preferences?
- Does COVID-19 impact the decision-making?
- Does an employer "set a precedent" by agreeing to a flexible start time?

3. Drugs and Alcohol in the Workplace

- Can an employee be terminated for failing to participate in a drug or alcohol test?
- Recent case law on accommodation of a substance use disorder.

Date: **Wednesday September 23, 2020; 9:00 a.m. – 10:30 a.m.**

Webinar: **Via Zoom (you will receive a Zoom link the day before the webinar)**

Cost: **Complimentary**

Register: **By September 11, 2020 [here](#)**