

**Key Issues in Workplace Accommodation:
Understanding an Employer's Rights and Responsibilities**

HALF-DAY INTENSIVE VIRTUAL WORKSHOP

Increasingly, Canadian employers face new and challenging requests for accommodation based on a variety of grounds. Understanding **when the duty to accommodate is triggered and how far it extends** can be vexing for even the most seasoned HR leader and employer.

This practical, half-day workshop will provide you with knowledge and tools to confidently assess and respond to a request for accommodation. Applying **interactive learning, real scenarios, and templates** to take back to your workplace, we'll cover:

➤ **Duty to Accommodate**

- What constitutes discrimination (and what does not)?
- An employer's procedural and substantive duty to accommodate, and how to meet that duty
- Employer and employee legal obligations

➤ **Key Issues in Accommodation**

- **Duty to inquire:** When does an employer have a duty to inquire?
- **Medical information:** How to obtain useful medication information in response to a claim of physical and/or mental disability
- **Mental disability:** Strategies to accommodate
- **Family status:** Work from home, scheduling, and jurisdictional differences
- **Creed:** What does it mean, what types of beliefs are protected, and jurisdictional differences
- **Gender identity and expression:** Facilities, leave, pronouns and names
- **Conflicting human rights:** When different employee rights clash

➤ **Discipline and Termination**

- What is a "bona fide occupational requirement"?
- Can an employee receiving an accommodation be disciplined or dismissed?
- At what point is an employment relationship "frustrated"?

DATE and TIME: Tuesday, July 21, 2026 9:00am – 12:00pm **OR** 1:00pm – 4:00pm
Thursday, July 23, 2026 9:00am – 12:00pm **OR** 1:00pm – 4:00pm

LOCATION: Zoom Virtual Workshop

COST: \$525 plus tax

REGISTER: [Here](#) [registrants will receive a secure Zoom link 24 hrs prior]

This is a small group workshop; space is extremely limited.



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