

March 30 - 31, 2021 • Virtual Conference



# Managing Your Duty to Accommodate

## DAY ONE PROGRAM AGENDA: TUESDAY, MARCH 30, 2021

10:00 - 10:10 EDT **Welcome and Opening Remarks from the Chair**

10:10 - 11:00 EDT



**The Leadership Imperative for Human Rights in the Workplace**

**Jeff Willbond, Director General, Proactive Compliance, Canadian Human Rights Commission**

11:00 - 11:15 EDT Break

11:15 - 12:15 EDT



**Keeping Pace with Recent Trends and Accommodation Cases**

**Caroline Richard, Partner, Bird Richard LLP**

12:15 - 13:15 EDT Break

13:15 - 14:00 EDT



**Mental Health Impacts of Covid-19 on Workers: Considerations for Employers**

**Ed Mantler, VP Programs and Priorities, Mental Health Commission of Canada**

14:00 - 15:00 EDT



**12 Questions to Consider before Terminating an Employee for Absenteeism or Lateness**

**Ludmilla Jarda, Lawyer, Nelligan O'Brien Payne LLP**

15:00 - 15:15 EDT Break

15:15 - 16:15 EDT



**Accommodating and Communicating about Episodic Disabilities (ACED): Workplace Challenges and Solutions**

**Dr. Monique Gignac, Scientific Co-Director & Senior Scientist, Professor, Institute for Work and Health, Dalla Lana School of Public Health, University of Toronto**

16:15 EDT

**End of Day One**

## DAY TWO PROGRAM AGENDA: WEDNESDAY, MARCH 31, 2021

10:00 - 10:10 EDT **Welcome and Opening Remarks from the Chair**

10:10 - 11:10 EDT



**Active Problem Solving Strategies for Meeting Duty Obligations**

***Nancy Gowan, Gowan Health***

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11:10 - 11:30 EDT Break

11:30 - 12:30 EDT



**The Covid-19 Pandemic: What Duty Obligations Loom Large**

***Céline Delorme, Lawyer, Emond Harnden LLP***

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12:30 - 13:30 EDT Break

13:30 - 14:30 EDT



**Essential Tips for Accommodating Remote Workers**

***Jill Lewis, Lawyer, Nelligan O'Brien Payne LLP***

14:30 - 15:30 EDT



**Return to Work Covid Toolkit**

***Julia Dales, Counsel, Dentons LLP Ottawa***

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15:30 - 15:45 EDT Break

15:45 - 16:30 EDT



**Managing Employee Work Refusals in a Covid-19 World**

***Tiffany O'Hearn Davies, Associate, Norton Rose Fulbright LLP***

16:30 EDT

**End of Day Two**