

March 29 - 30, 2022 • Virtual Conference

# Managing Your Duty to Accommodate

*Accommodating employees and fostering an effective workplace*



## YOUR FACULTY

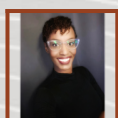
CONFIRMED PARTICIPANTS INCLUDE:



**Busayo A. Faderin**  
**Monkhouse Law**



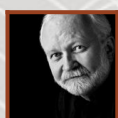
**Rachel Turnpenney**  
**Turnpenney Milne  
LLP**



**Diane Rudakenga**  
**Department of  
National Defense**



**Richard D. Sharpe**  
**Department of  
Justice Canada**



**Glenn French**  
**The Canadian  
Initiative on  
Workplace Violence**

**... and more**

The Duty to Accommodate is ever changing. From new developments in areas such as mental health and family accommodations, managing workplace accommodations only gets harder. Don't get left behind. Join us at our annual event on Managing Your Duty to Accommodate so that you can stay up-to-date for your workforce.

### Get expert advice and case studies on:

- The most recent legislation and legal jurisprudence
- Approaching employees about difficult subjects including mental health and substance abuse
- Dealing with difficult accommodations in the workplace
- Collaborating with employees to create effective accommodation strategies
- How to develop best practices for your unique situation
- Case studies on workplace accommodations and interesting initiatives
- Best practices and strategies for return-to-work programs
- Emerging practices in alternative dispute resolution and workplace restoration



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# Managing Your **Duty to Accommodate**

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## DAY ONE PROGRAM AGENDA: TUESDAY, MARCH 29, 2022

10:30 - 10:45 EDT



### **Welcome and Opening Remarks from the Chair**

***Diane Rudakenga, Business Relations Manager, Team Lead, Department of National Defense***

10:45 - 11:45 EDT



### **Return to Site & COVID-19: Considerations for Employers**

***Joel Smith, Partner, Williams HR Law***

- Examine legal obligations to accommodate employees when returning to physical workplaces
- Discuss when “work from home” accommodations may be required
- Assess alternative to “work from home” accommodations
- Consider the implications of mandatory vaccination policies on return to site requirements
- Explore practical strategies for a successful return to site

11:45 - 12:45 EDT



### **Understanding Neurodiversity and Intersectionality When Managing Your Duty to Accommodate**

***Diane Rudakenga, Business Relations Manager, Team Lead, Department of National Defense***

- What is neurodiversity?
- What is intersectionality ?
- Deconstructing the myths surrounding neurodiversity in the workplace
- The relation between disability, mental health, social justice and its impact in the workplace culture
- The importance of using an intersectional lenses when addressing accommodation and workplace wellness

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12:45 - 13:30 EDT      Break

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13:30 - 14:30 EDT



### **Workplace Violence: Accommodation or Discipline**

***Glenn French, President & CEO, The Canadian Initiative on Workplace Violence***

- The evolving definition of workplace violence
- The relationship between mental health and workplace violence
- Investigating potential threats
- The importance of employee “Perceived Personal Control”
- Determining when a comprehensive threat assessment is required
- Accommodating employees who have threatened violence

# Managing Your **Duty to Accommodate**

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## DAY ONE PROGRAM AGENDA: TUESDAY, MARCH 29, 2022

14:30 - 15:30 EDT



### **Leadership Throughout the Accommodation Process**

**Margaret-Marie (Meg) Steele, Senior Legal Counsel, Legal Services, Innovative Client Services Department, City of Ottawa**

- How a robust reasonable accommodation process can spark employee engagement
- Mitigate risk and support an inclusive workplace
- Understanding the importance of empathy in the accommodation process
- How leadership in accommodation can impact work culture

15:30 - 16:30 EDT



### **Mediating and Adjudicating Accommodation Disputes: A Panel Discussion**

**Moderator: Barry B. Fisher, Arbitrator and Mediator, Barry Fisher Arbitration and Mediation**



**Rachel Turnpenney, Partner, Turnpenney Milne LLP**

**Busayo A. Faderin, Senior Associate Lawyer, Monkhouse Law**



- The difference between unionized and non unionized resolutions
- How to prepare for an accommodation mediation
- The best way to present your side at a mediation
- Possible remedies to an accommodation case
- Litigating the case

16:30 EDT



### **Closing Remarks from the Chair**

**Diane Rudakenga, Business Relations Manager, Team Lead, Department of National Defense**

## **SPONSORSHIP AND EXHIBITION OPPORTUNITIES**

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# Managing Your **Duty to Accommodate**

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## DAY TWO PROGRAM AGENDA: WEDNESDAY, MARCH 30, 2022

10:30 EDT



### **Welcome and Opening Remarks from the Chair**

***Diane Rudakenga, Business Relations Manager, Team Lead, Department of National Defense***

10:30 - 11:30 EDT



### **How to achieve measurable results on Equity, Anti-Racism and Inclusion in a Federal Institution**

***Richard D. Sharpe, Director, Equity, Anti-racism, Diversity and Inclusion, Department of Justice Canada***

- Context. How did we get here? Why the need for an anti-racist, anti-Oppression approach to EDI work
- Discuss the challenges in moving forward towards an equitable and representative workforce: Racism, Culture, Fear, Leadership (or lack thereof)
- Consequences of not getting this right. Consequences of not being able to name the issue.
- The tools needed for change: the Department of Justice Canada's Anti-Racism and Anti-Discrimination Results Framework: Representation, Career Development, Training and Culture Change, Measurement and Accountability.
- The Call to Action: How we can all contribute to an anti-racism, equitable and inclusive organization.

11:30 - 12:30 EDT



### **Key Implications for Accommodating Remote Workers**

***Justin Diggle, Counsel, Miller Thomson LLP***

- Why remote work is here to stay
- Remote work as a form of accommodation
- Best practices for transitioning to remote work long term: elements of a comprehensive remote work policy

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12:30 - 13:15 EDT      Break

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13:15 - 14:15 EDT



### **Meeting Duty Obligations: How to Strategize and Problem Solve**

***Seema Lamba, Human Rights Officer, Public Service Alliance of Canada***

***Rawan El-Komos, Senior Director General, Corporate Services, Public Prosecution Service of Canada***

- Create a culture of accessibility versus accommodation
- The right team: roles of employee, manager, bargaining agents and others
- Collaborative approach to accommodation

# Managing Your **Duty to Accommodate**

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## DAY TWO PROGRAM AGENDA: WEDNESDAY, MARCH 30, 2022

14:15 - 15:15 EDT



### **Duty to Accommodate in the Workplace**

**Bryony Halpin, Senior Policy Analyst, Policy, Education, Monitoring and Outreach Branch, Ontario Human Rights Commission**

Bryony Halpin's presentation will provide an overview of Ontario's *Human Rights Code* (Code) and the duty to accommodate in the workplace.

- The *Code* recognizes the dignity and worth of every person in Ontario and provides for equal rights and opportunities, and freedom from discrimination. It applies to the areas of employment, housing, facilities and services (including education, health care, etc.), contracts, and membership in unions, trade or professional associations. It covers specific grounds, such as disability, creed, family status, sex, and gender identity among others.
- Under the *Code*, employers have a legal duty to accommodate the *Code*-related needs of people who are adversely affected by a requirement, rule or standard.
- Accommodation means making adjustments to policies, rules, requirements and/or the built environment to ensure that people with *Code*-related needs have equal opportunities, access and benefits. Accommodation is necessary to address barriers in society that would otherwise prevent people from fully taking part in, and contributing to, the community.
- Accommodation is a shared responsibility. Everyone involved, including the person asking for accommodation, should cooperate in the process, share relevant information, and jointly explore accommodation solutions.

15:15 EDT



### **Closing Remarks from the Chair**

**Diane Rudakenga, Business Relations Manager, Team Lead, Department of National Defense**

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## REGISTER BY PHONE, ON-LINE, OR IN THESE 3 EASY STEPS!

### 1 PRINT YOUR NAME AND CONTACT INFORMATION

Full Name \_\_\_\_\_ Title \_\_\_\_\_

Organization \_\_\_\_\_

Telephone (\_\_\_\_) \_\_\_\_\_ Ext \_\_\_\_\_ Fax (\_\_\_\_) \_\_\_\_\_

Email address \_\_\_\_\_

Name of Approving Manager \_\_\_\_\_ Title \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ Province \_\_\_\_\_ Postal Code \_\_\_\_\_

Company's main line of business \_\_\_\_\_ Number of Employees \_\_\_\_\_

### 2 SELECT YOUR PREFERRED PAYMENT METHOD

| Prices subject to GST / HST | Full Price        | Register by March 25     |
|-----------------------------|-------------------|--------------------------|
| Course for Groups of 3 +    | CAD \$ 2,199 each | <b>CAD \$ 1,999 each</b> |
| Course for Groups of 2      | CAD \$ 2,299 each | <b>CAD \$ 2,099 each</b> |
| Course for 1 Registrant     | CAD \$ 2,399      | <b>CAD \$ 2,199</b>      |

*\* Groups must register together at the same time to be eligible for group savings.*

**Method of Payment:** ☐ VISA ☐ MasterCard ☐ Cheque enclosed, payable to INFONEX Inc.

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### VIRTUAL CONFERENCE:

*Managing Your Duty to Accommodate* will be held as a virtual on-line event. Details on how to access and participate in the event will be sent to all confirmed delegates prior to run date.

### SPONSORSHIP, EXHIBITION, AND PROMOTIONAL OPPORTUNITIES:

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### CANCELLATION POLICY:

Substitutions may be made at any time. If you are unable to attend, please make cancellations in writing and email to [register@infonex.com](mailto:register@infonex.com) or fax to 1.800.558.6520 **no later than March 15, 2022**. A credit voucher will be issued to you for the full amount, redeemable against any other INFONEX course and which is valid for twelve months (one year) from the date of issue.

Registrants who cancel after **March 15, 2022**, will not be eligible to receive any credits and are liable for the entire registration fee.

Confirmed registrants who do not cancel by **March 15, 2022** and fail to attend will be liable for the entire registration fee.

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