

YOUR FACILITY CONFIRMED PARTICIPANTS INCLUDE:



Jennifer Koschinsky,
Partner,
GOWLING WLG CANADA



Tyson Joyce,
Director, Disability Management and
Mental Health, **CITY OF EDMONTON**



David Rost, Manager, Employee Health
Resource Centre, **CALGARY BOARD OF
EDUCATION**



Lesley MacKinnon,
Manager, Safety & Disability,
BETHANY CARE SOCIETY



Chinekwa Lbeabuchi, Ability Advisor,
HR Business Partnerships, **ALBERTA
HEALTH SERVICES**



Simon Gillingham, Senior Labour
Relations Officer, Corporate
Services Labour Relations & Total
Compensation, **CITY OF WINNIPEG**



Ron Beach, Team Lead, Addiction
Prevention, Promotion, Prevention
& Community Initiatives, Provincial
Addiction & Mental Health, **ALBERTA
HEALTH SERVICES**

Joseph Oppenheim,
Partner,
CARBERT WAITE LLP

Cindy Provost,
Indigenous Strategic Engagement
Officer, **CALGARY POLICE SERVICE**

Kelly Thake,
Disability Services Manager, ESS,
COMPASS GROUP

Rhonda Ozcan,
Organizational Health Consultant,
GREAT-WEST LIFE

15th Annual Event!

August 20-21, 2019 • Calgary, Alberta

Managing Your Duty to Accommodate

*Mitigating the Increasing Expense to Organizations for Failing to
Accommodate Employees*

Legal Guidance and Best Practices for Current Accommodation Issues

- ✓ Learn about how to address the work-life balance of employees in accommodation
- ✓ Adopt best practices from recent case studies
- ✓ Investigate return-work-research; practical strategies from the latest in academia
- ✓ Plan for mental health accommodations in employment
- ✓ Support employees in workplace harassment conflict
- ✓ Contribute to a proactive policy in accommodation
- ✓ Deal with addictions in the workplace
- ✓ Empathize with employees with non-evident cognitive issues of accommodation

Plus! *Get practical advice on how to spot mental health and stress issues in your staff and how to make effective accommodations*

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Managing Your **Duty to Accommodate**

August 20-21, 2019 • Calgary, Alberta

DAY ONE PROGRAM AGENDA: TUESDAY, AUGUST 20, 2019

8:00 – 9:00 Registration and Continental Breakfast

9:00 – 9:10

Welcome and Opening Remarks from the Chair

9:10 – 10:00

Medical Cannabis at Work: Mitigating Challenges Without Going Up in Smoke

Jennifer Koschinsky, Partner, Gowling WLG Canada

- Understand the proposed Cannabis Act and its impacts on the workplace
- Implement specific policies regarding cannabis use in the workplace
- Common mistakes employers make in accommodating medical cannabis
- Step-by-step guide for creating a policy for medical cannabis in the workplace
- Gain a clear vision of what is considered an acceptable practice

10:00 – 10:15

Networking Break



10:15 – 11:15

Sexual Harassment: Guidelines for Employers

Joseph Oppenheim, Partner, Carbert Waite LLP

- Overview of the legal duties of employers in prevention and addressing complaints
- Practical tools to respond to incidents of sexual harassment
- Strategies and tactics to maintain confidentiality

11:15 – 12:15

Am I an Indigenous Ally?

Cindy Provost, Indigenous Strategic Engagement Officer, Calgary Police Service

- The value of storytelling through an Indigenous lens
- What is intergenerational trauma & social development impacts
- Trauma-informed care and Indigenous healing practices
- Lived experience and context by an Elder and Traditional Knowledge Keeper

12:15 – 1:15

Luncheon Break

1:15 – 2:15

It's Your Business: Dealing with Substance Abuse in the Workplace

Ron Beach, Team Lead, Addiction Prevention, Promotion, Prevention & Community Initiatives, Provincial Addiction & Mental Health, Alberta Health Services

- Impact of substance abuse in the workplace
- Challenges for workplace leaders
- Effective and comprehensive approaches
- Alberta Health Services and community resources

2:15 – 3:15

Best Practices in Long-Term Disability Case Management

Rhonda Ozcan, Organizational Health Consultant, Great-West Life

- Principles for managing absence strategically
- Step-by-step guide for offering tools and resources to support both medical and non-medical barriers
- Understand the benefits of accommodating employees including decreasing costs
- Explore how supporting mental wellness can reduce absence
- Hear the latest developments in employee health and wellness programs

3:15 – 3:30

Networking Break



3:30 – 4:30

D-Map: A Systematic Approach to Medical Accommodation

Kelly Thake, Disability Services Manager, ESS, Compass Group

4:30 – 4:45

Closing Remarks from the Chair

4:45

End of Day One

SPONSORSHIP AND EXHIBITION OPPORTUNITIES

Increase your visibility with senior business strategy, technology, analytics, and business intelligence professionals at *Managing Your Duty to Accommodate*. A limited number of sponsorship options are available.

For more information or to check availability, contact our sponsorship department by telephone at 1.800.474.4829, ext. 224, or by email at sponsorship@infonex.ca.

Managing Your **Duty to Accommodate**

August 20-21, 2019 • Calgary, Alberta

DAY TWO PROGRAM AGENDA: WEDNESDAY, AUGUST 21, 2019

8:00 – 9:00 Registration and Continental Breakfast

9:00 – 9:10

Welcome and Opening Remarks from the Chair

9:10 – 10:00

Supporting and Accommodating Employees with Mental Health Concern in the Workplace

Tyson Joyce, Director, Disability Management and Mental Health, City of Edmonton

- Policy and legislation to consider in accommodating employee mental health
- Identifying Mental Health concerns in employees - What can I say or do?
- Employer roles in accommodating mental health concerns across your organization
- Work through frequent scenarios to understand how to properly accommodate employees with mental health challenges
- Steps to take in building capacity in your organization to properly support mental health

10:00 – 10:15

Networking Break



10:15 – 11:15

Managing Complex Accommodation in the Workplace

Simon Gillingham, Senior Labour Relations Officer, Corporate Services Labour Relations & Total Compensation, City of Winnipeg

- Is there a time limit as to when an accommodated Employee can return to former position?
- Recent interesting case law on religious accommodation?
- Determining pay or salary for short term accommodation for up to 6 months?
- Can employees on Maternity leave attend the workplace periodically to attend staff meetings, training or other events?
- Family status Update; Do recent decisions from British Columbia change family status accommodation obligations for Employers?

11:15 – 12:15

Disability Management for Employers

David Rost, Manager, Employee Health Resource Centre, Calgary Board of Education

- Review of the employer's duty to accommodate
- Understanding the impact of organizational culture and leadership
- Overview of a holistic approach to address accommodations
- Employer self-induced stumbling blocks
- Review of real scenarios

12:15 – 1:15

Luncheon Break

1:15 – 2:15

Not Far Enough: When Employers Fall Short on Their Accommodation Obligations

Lesley MacKinnon, Manager, Safety & Disability, Bethany Care Society

- Practical tools to assess and implement the most appropriate accommodations
- Learn the legal and financial consequences involved in a failure to accommodate
- Understand your respective rights and obligations
- Avoid and prevent unintentionally violating the Human Rights Code
- Step-by-step guidelines to employers dealing with injured or disabled employees

2:15 – 3:15

Establishing an Optimal Return-to-Work Approach While Managing Productivity & Human Rights

Chinekwu Lbeabuchi, Ability Advisor, HR Business Partnerships, Alberta Health Services

- Key legal principles in establishing an optimal return-to-work approach
- Family status and Duty to Accommodate Human Rights stories
- Step-by-step procedures to guide your return-to-work approach
- Bona Fide Occupational Requirement (BFOR) and duty to Accommodate (DTA)
- Hear real life examples of how you can deal with various sophisticated scenarios
- Learn how to resolve complex return-to-work cases
- Insights into balancing an employee's right to equality with an employer's right to run a productive workplace

3:15 – 3:30

Networking Break



3:30 – 4:30

Accommodating & Implementing A Culture of Flexibility in the Workplace

- Understand the importance of adaptability and flexibility at work
- Learn what the leadership teams role is in accommodating flexibility
- Insights into how managerial controls can increase costs, reduce morale and productivity
- Understand how flexibility can lead to effective problem solving
- Learn the benefits of workplace flexibility for organizations

4:30 – 4:45

Closing Remarks from the Chair

4:45

End of Conference

Managing Your **Duty to Accommodate**

August 20-21, 2019 • Calgary, Alberta

WHO SHOULD ATTEND THIS EVENT

- Human Resources Managers
- Employment Assistance Providers
- Human Resources Generalists
- Return-to-Work Managers and Coordinators
- Human Resources Officers
- Accommodation Managers
- Disability Management Consultants
- Disability Managers
- Employee Assistance Program (EAP) Managers
- Compensation and Benefits Managers
- HR Consultants
- Health Directors

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

1 PRINT YOUR NAME AND CONTACT INFORMATION

Mr./Ms./Mrs. _____ 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 HST.	FULL PRICE	Register by June 28
Course for Groups of 3 +	\$2,199 each	\$1,899 each
Course for Groups of 2	\$2,299 each	\$1,999 each
Course for 1 Registrant	\$2,399	\$2,099

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



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LOCATION:

Managing Your Duty to Accommodate will be held at a convenient location in Calgary, Alberta. Detailed venue information will be forthcoming as it becomes available.

YOUR REGISTRATION INCLUDES:

Registration fees include all course materials, continental breakfast, lunch, and refreshments. **Parking and accommodation are not included.**

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.ca or fax to 1-800-558-6520 **no later than August 6, 2019**. 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 **August 6, 2019**, will not be eligible to receive any credits and are liable for the entire registration fee.

Confirmed registrants who do not cancel **by August 6, 2019** and fail to attend will be liable for the entire registration fee.

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