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Disability Accommodation And The Interactive Process

CALPELRALearn

The laws governing discrimination and accommodation for disabled employees are complex and continually evolving, and COVID-19 has made it even more difficult to navigate the requirements. Join this program for the most up-to-date information regarding disability discrimination and the requirements for accommodating disabled employees under California and federal law (FEHA and ADA), including:

- When are employees entitled to disability accommodations?
- What are the specific steps required by the interactive process?
- How can you effectively handle employees who refuse to engage in the interactive process, and other common interactive process challenges (e.g. dealing with mental health issues, light duty and intermittent leave requests, and many more)?
- How do you determine which accommodations are reasonable and which constitute undue hardships?
- Who should be involved at various stages of the interactive process, and in what roles?
- What documentation of the interactive process should be created?
- When and how can an employer request medical information from employees, or require a fitness-for-duty examination?

Like CALPELRA's Labor Relations Academy programs, this program not

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only includes lecture by experienced trainers, but also interactive exercises that will allow participants to develop their skills and cement their understanding by engaging in interactive process simulations and other exercises based on real world challenges.

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