

Introduces policy makers to the rules of engagement in today's increasingly regulated workplace. Leaders learn how to enact and enforce effective policies and adopt practical skills to protect their organization from catastrophic exposure.

Are your executives aware of the staggering changes to California law that have made disability discrimination the newest "bet the company" litigation? Are they prepared to enact and enforce key policies to protect and defend the organization? Will they support their management teams in handling return to work and reasonable accommodation decisions properly? Do they recognize how juries and judges perceive the words and actions of senior leaders as a source of corporate culture? Will they recognize potential legal landmines before they explode into lawsuits?

Participants Will Learn To:

- " Understand, in plain English, the maze of legal risks facing California employers, by focusing on their critical roles in their organization's response to modified duty decisions and workplace assignments for disabled employees; whether following a workers compensation leave or at the request of an employee who has a non work-related disability.
- " Recognize how California courts view the words and actions of senior leaders as a source of corporate culture and define their responsibilities for enforcing a legally compliant corporate culture.
- " Identify essential procedures for conducting the "interactive process," to prevent crippling claims and lawsuits. Appreciate how the company can be "right" that no accommodation is available and still lose a FEHA lawsuit if it doesn't follow specific procedures.
- " Recognize their essential role in supporting their HR specialists, managers and supervisors during and following every "interactive process," to prevent successful discrimination, harassment or retaliation charges.
- " Develop appropriate training and communication for their direct reports, so that managers and line supervisors don't put the company at risk - well before the interactive process takes place and after reasonable accommodation decisions have been made.

Follow the nine principles of effective documentation, so that your business communications work for you - not against you - in a legal dispute