

Provides practical skills for managing in this legal minefield. Through interactive case studies, leaders learn the do's and taboo's that can make - or break - their organization's defense to an ADA or FEHA lawsuit.

Are your managers and line supervisors the weakest link in your compliance program? Do they know what to say - and what not to say - to an employee who returns to work following a work-related injury? Do they know their responsibilities when dealing with disabled employees who request a reasonable accommodation? Will they recognize when the circumstances trigger the legal duty to engage in the "interactive process" for addressing a reasonable accommodation decision? Are your policies and procedures updated with the 2005 legislative mandates? Do your supervisors know how to enforce them consistently? Will their documentation and e-mail communications make - or break - your company's defense to a FEHA lawsuit?

Participants Will Learn To:

- " Understand, in plain English, the maze of legal risks facing California employers, by focusing on their critical modified duty decisions and workplace assignments for disabled employees.
- " The good, the bad.... and the ugly in dealing with workers compensation claims practices, day-to-day records management and return to work decisions.
- " Recognize their roles in identifying situations where the "interactive process" is required for a disabled employee, participating in that process and documenting their actions.
- " Avoid the five most common mistakes supervisors make when dealing with return to work decisions and managing a department with both disabled and non-disabled employees.
- " Enforce your company's updated policies and procedures for preventing disability discrimination, harassment, retaliation and job-protected leaves of absence.
- " Prevent potentially crippling lawsuits for discrimination, harassment or retaliation.
- " Follow the nine principles of effective documentation, so that your business communications work for you - not against you - in a legal dispute.