

DUTY TO ACCOMMODATE

October 28 & 29, 2024 • Virtual Conference



DAY 1 | Monday, October 28, 2024

10:30 am - 10:40 am (EDT)	Welcome and Opening Remarks
10:40 am - 11:30 am (EDT)	A Place for All – The Leadership Imperative for Advancing Human Rights in the Workplace Jeff Willbond Director General, Proactive Compliance Canadian Human Rights Commission
11:30 am - 11:45 am (EDT)	Screen Break
11:45 am - 12:45 pm (EDT)	Keeping Pace: Duty to Accommodate 2024-2025 Geoff Mason Partner Miller Thompson LLP Michael Gargaro Associate Miller Thompson LLP
12:45 pm - 1:15 pm (EDT)	Screen Break
1:15 pm - 2:15 pm (EDT)	When it Comes to Progressive Discipline and Termination Rosalie Springer Lawyer and Workplace Investigator Bernardi Human Resources Law LLP
2:15 pm - 2:30 pm (EDT)	Screen Break
2:30 pm - 3:30 pm (EDT)	Navigating Complexities in Substance Use Disorder and Mental Health Accommodation Alison Renton Lawyer and Workplace Investigator Bernardi Human Resources Law LLP
3:30 pm (EDT)	Chairperson's Closing Remarks



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DAY 1 | Tuesday, October 29, 2024

10:30 am - 10:40 am (EDT)	Welcome and Opening Remarks
10:40 am - 11:40 am (EDT)	Neurodiversity at Work: What it is, Why it's important, and Ways to Accommodate It Sydney Elaine Butler Founder Accessible Creates Sancho Angulo Active Engagement Advisor Treasury Board; Instructor Carleton University Maddie Axelrod Partner Borden Ladner Gervais LLP
11:40 am - 11:50 am (EDT)	Screen Break
11:50 am - 12:50 pm (EDT)	Navigating Workplace Investigations Involving Parties who are Neurodivergent or have a Mental Disability Asha Rampersad Partner Turnpenney Milne LLP Lindy Herrington Lawyer Turnpenney Milne LLP
12:50 pm - 1:10 pm (EDT)	Screen Break
1:10 pm - 2:10 pm (EDT)	Gender Identity and Expression in the Workplace: Considerations and Accommodations Natasha Savoline Partner Bernardi Human Resources Law LLP
2:10 pm - 2:20 pm (EDT)	Screen Break
2:20 pm - 3:30 pm (EDT)	Real Talk with Employers: Candid Discussion on Key Lessons and Insights Nicole Sloboda Disability Management Client Partner-Specialized Services Fraser Health Jennifer Willems Return to Work Specialist Workers Compensation Board of Manitoba Anthony Purgas Senior Legal Counsel – Labour and Employment University of Alberta
3:30 pm (EDT)	Chairperson's Closing Remarks



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