

Disability Protections in the Workplace

All New in 2020!

Individuals with disabilities are an important segment of our workforce. But without proper guidance, it's easy for managers to make mistakes as they manage qualified individuals with a disability. In this course, we'll address the protections of the U.S. Americans With Disabilities Act as well as the Canada's Employment Equity Act.

This course teaches:

- What is a disability?
- Who is a qualified individual with a disability?
- Essential Job Functions
- Interactive Process and Reasonable
- Accommodations
- Inclusive Hiring
- Discipline and Disabilities

Live action video workplace scenes show learners how inclusion and belonging issues play out at work. We also ask learners to choose a personal commitment on what they can do to make inclusion a priority. Interactive polling questions in the course give employers real insight into how learners feel about the concepts and culture skills presented. And Emtrain's innovative Ask the Expert feature gives learners direct access to course experts.

[See more course details or request a free demo >>](#)



Course Version

- 35 minutes (Manager Only)

Languages

- English and translatable

Admin Optional Timer



Lesson	Description
Introduction	An Introduction to an inclusive workplace for individuals with disabilities and a discussion of learning objectives.
Defining Disability and Qualified Individuals	What is the definition of disability and who does the ADA and Canada's Employment Equity Act protect? What impairments are considered a disability and what does it mean to be a qualified individual with a disability?
Reasonable Accommodation	An employer is required to engage in an interactive process to determine if there's a reasonable accommodation to support an employee with a disability. What does that look like? What is required? What is the process for determining an appropriate accommodation? Should a manager ask for documentation?
Discipline and Disabilities	How does a manager deal with an employee with a mental impairment that is impacting the workplace? How about chronic absenteeism? Mishandling discipline can lead to legal headaches.
The Hiring Process	Job descriptions are often overlooked but critical in determining the essential job functions. Asking the right questions in interviews can help you determine whether an applicant with a disability is qualified for the job.
Summary Quiz	Let's see what you've learned about managing individuals with disabilities in the workplace.
Reporting Questions and Our Policy	Review your organization's policy regarding equal employment opportunities, protections for employees with a disability and reasonable accommodations.
Post-Program Survey	A post-program survey on the learning experience.