Best Practices in Employee Accommodations



Recorded Date: July 10, 2025

Time: 9:00 AM – 10:00 AM (PST)

Speakers: Kristen Shaw, Litigation Lawyer, McMillan LLP

About This Webinar

Join us for a 60-minute live webinar where Kristen Shaw, Associate in Employment & Labour Relations at McMillan LLP, shares practical guidance on navigating employee accommodation requests—from initial assessment through to implementation and, where necessary, establishing undue-hardship defences. You'll walk away with a clear roadmap to design fair, compliant processes that balance individual needs with organizational requirements.

What we'll cover

- Key legal foundations under human rights and employment-standards legislation, including when employers must accommodate and how to document requests
- Best practices for gathering and evaluating medical and functional-ability information without overstepping privacy boundaries
- Strategies for developing individualized accommodation plans—covering modified duties, flexible schedules, assistive technologies, and return-to-work protocols
- Recognizing and managing situations that may reasonably lead to undue hardship, with real-world examples drawn from recent tribunal decisions
- Tips for training supervisors, HR teams, and managers to handle accommodation conversations with empathy and consistency

Who Needs To Be There?

1. HR Managers & Directors

2. In-House Legal Counsel

3. Business Owners & Executives
4. Operations & Facilities Leaders
5. Employment Law & Compliance Professionals
6. Policy & Risk Advisors
7. Workplace Strategists & Consultants
8. Anyone managing changes to work models, contracts, or employee expectations

Speaker

Kristen Shaw is an Associate in McMillan’s Employment & Labour Relations group based in Vancouver. Called to the British Columbia bar in 2022, she advises employers on policy development, human-rights claims, WorkSafeBC compliance, and wrongful-dismissal litigation. Kristen’s practice blends strategic risk management with practical, industry-focused solutions—helping clients build inclusive workplaces that withstand legal scrutiny
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