

# Duty to Accommodate – What Employers Should Know

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The issue of workplace accommodation continues to pose challenges for employers. Given that a failure to accommodate can result in significant liabilities for an employer, a common concern of employers is how to determine the extent to which an employee must be accommodated. In this webinar, we will discuss key issues relating to the duty to accommodate. The webinar will cover:

- Undue hardship
- Examples of the duty to accommodate in relation to disability, religion, family status
- Frustration of contract

**About the Presenter: Heather Hettiarachchi, LL.B; M.Sc**

Heather Hettiarachchi, is a lawyer, mediator and workplace investigator. She is also a Chartered Professional in Human Resources. Heather is called to the British Columbia Bar and holds an MSc in Training and Human Resources Management from the University of Leicester, UK. Heather is the owner of Integritas Workplace Law Corporation. Heather advises unionized as well as non-union employers on all aspects of employment and labour issues arising in the workplace. She also conducts workplace investigations, coaches and trains all levels of employees provides general human resources support to employers and mediates workplaces disputes.