

[Navigating the Duty to Accommodate: A Practical Guide for HR Professionals](#)



Speaker: David Rojas, Encompass

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This session will provide attendees with a practical introduction to the duty to accommodate. This is a big theme in today's HR world as managers face different requests from employees seeking flexibility and support due to medical reasons. Using case studies and a step-by-step process, you will learn the principles of the duty to accommodate, undue hardship, and bona fide occupational requirements. You will also be given tools to help you respond to accommodation requests in your workplace.

David is a Canada-based professional with a Bachelor of Business Management degree from the University of British Columbia, working at People Corporation and the Canadian Forces. David is a Group Benefits and Human Resources Consultant and along with his team works with hundreds of organizations across the country to provide expert advice and solutions to unique challenges. They help their clients meet their goals by providing the knowledge, expertise, resources, and full range of services needed to succeed in a changing world of human resources and management.

