

Human resources (HR) practitioners and frontline managers play a pivotal role in maximizing the work potential of all employees, including those living with **episodic disabilities** (lifelong conditions characterized by periods of good health and interrupted by periods of illness and disability such as arthritis, diabetes, HIV/AIDS, multiple sclerosis and some forms of mental illness and cancer).

Managing Episodic Disabilities: Accommodation Best Practices is the second in a series of courses on managing **episodic disabilities**. It is designed to complement your current experience in accommodating employees with **episodic disabilities** in the workplace.

This online, self-directed course contains 11 multimedia modules made up of:

- Case studies;
- A course workbook;
- Videos; and
- Interactive learning techniques.

It is intended to enhance your existing knowledge and skills set, and prepare you to deal more effectively

with employees with **episodic disabilities**, who make up an ever-increasing segment of Canada's workforce.

Managing Episodic Disabilities: Accommodation Best Practices provides an overview of some of the challenges related to **episodic disabilities** and their impact on the workplace.

This course is applicable to all HR practitioners including those:

- Holding the Certified Human Resources Professional (CHRP) designation,
- Working towards the CHRP designation, and
- Not holding a CHRP designation, but assisting with day-to-day management responsibilities.

While the circumstances of each employee will be unique, this course highlights best practices that can be adapted to suit almost any situation and work environment. It provides you with the necessary tools to begin a dialogue within your organization about recruiting people with **episodic disabilities** and retaining existing employees with **episodic disabilities** by implementing

workplace accommodation best practices.

At the successful completion of the course, you will understand:

- How **episodic disabilities** are defined;
 - Laws related to the employer's duty to accommodate;
 - Best practices to assist in the effective management of employees with **episodic disabilities**, including attendance management;
 - Practical applications of these best practices, including how to communicate about **episodic disabilities** in your workplace and how to collaborate with insurers; and
 - The principles of creating an inclusive workplace culture.
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This online self-directed course will take approximately 15 hours to complete. You determine when you work and for how long. There are no set class times — you can complete the course at your convenience.

Once registered, you will have access to the course material for 10 weeks.

Managing Episodic Disabilities: Accommodation Best Practices is approved for 22.5 recertification points through selected HR associations across Canada.

To register for this course, visit the [HRPA website](http://hrpa.ca).

To find out more about this course contact us at cwghrcampus@hivandrehab.ca.

Let us help you help others.

Contact us for information about reduced rates for members of CWGHR, Human Resources Professionals Association (HRPA) and selected HR associations across Canada.

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Human Resources
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**A SELF-DIRECTED
ONLINE COURSE FOR
HUMAN RESOURCES
PRACTITIONERS**

**Canadian Working Group on
HIV and Rehabilitation
(CWGHR)**

Promoting quality of life through
rehabilitation research, education and
cross-sector partnerships

