

Disability & Reasonable Accommodation

Mini Workshop Series

Date: 03 July 2019, Time: 07h30-11h30, Venue: Durban North (TBA),

Cost: R1750,00 pp. (Includes Breakfast)

WHAT IS REASONABLE ACCOMMODATION?

Reasonably accommodating someone is helping them to work more effectively by overcoming limitations caused by disabilities. Usually, reasonable accommodations are easy to implement, inexpensive and demonstrate a commitment to a healthier, more equitable workplace.

According to the *Employment Equity Act*, accommodation is required when an employee's disability results in "functional limitations" preventing him or her from performing their jobs. Accommodations are "reasonable" as long as they don't impose "**undue hardship**" on the employer, and recent Court decisions have placed the burden on employers to demonstrate how providing accommodations will cause undue hardship (usually by compromising safety or jeopardizing the organization's solvency.)



Attend this practical, high impact and insightful workshop that will shed light on disability and reasonable accommodation in South Africa's workplaces. Explore the legal requirements, review best practices and discuss recent case law. Content includes defining and understanding disability, return to work options & "reasonable accommodation" and the Employment Equity Act.



"Nothing About Us, Without Us"

Helping organisations to build inclusive workplaces for people disabilities.



Facilitator :

Trevonica Naidu, Managing Director of Transformation Integrated Africa serves as an advisor to the South African Human Rights Commission (SAHRC). She is the ex Chief Diversity Officer for Global Accounting Firm Ernst & Young Trevonica has extensive experience in disability research, programme development & mediation. She has been instrumental in developing disability resource material for the SAHRC and is actively championing the disability cause across the continent.

EMPLOYMENT EQUITY COMPLIANCE & Best Practice Seminar

Is your company COMPLIANT with the recent changes to the Employment Equity Act? Do you need up-to-date case law, self-implementable toolkits and best practice guidelines to assist your company to manage its EE risks?

This 1-day Bumper Packed, certificated BEST PRACTICE, COMPLIANCE and NETWORKING EVENT will give you all the facts, unpack the complexities of the current employment equity legislative changes, allow for discussions and debates on the implications of EE to your business, explore best practices, hear from subject matter experts and review relevant case law.

PROGRAMME HIGHLIGHTS: Procedural & Substantive Compliance, **Equal Pay, Disability**, EE Plans - **Setting Attainable Targets**, Monitoring & Best Practice Case Studies, Managing EE Committees & the Consultation Process, EE Amendments.

Date: 02 July 2019
Venue: Durban North (Venue TBA)
Costs: R2750,00 per delegate
Includes lunch and conference refreshments, certificates and workbooks.



To reserve a seat, complete the attached booking form and return to us. For more information, call or email us: 010 003 1518
info@transformationafrica.co.za



Group Booking form

Company Name, Address & VAT Number	Contact Person	Telephone Number	Email Addresses	Name of Workshop/Event & Date
DELEGATE DETAILS				
Name & Surname	Identity Number	Email Address	Phone	Meal Preferences