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VIDEOS & PODCASTS

Employment Law Seminar

Reasonable Accommodation and the Interactive Process

Employers focused on day-to-day business pressures and the concept of treating all employees the same often lose sight of the affirmative obligation to engage in the interactive process.

05/11/2023 | less than a minute

An employer's obligation to reasonably accommodate an applicant or employee's disability is a difficult, time-consuming, and challenging process full of potential stumbling blocks. Employers focused on day-to-day business pressures and the concept of treating all employees the same often lose sight of the affirmative obligation to engage in the interactive process. This seminar focuses exclusively on reasonable accommodation and the interactive process, common employer mistakes, and suggested approaches for handling these issues.

Topics covered include:

- Getting behind the buzzwords – understanding the concept of the **interactive process** and **reasonable accommodation**
- Best practices for responding to **requests for accommodation** and vague statements regarding potential disabilities
- **How best to document** the interactive process
- **Reasonable accommodation expectations** involving COVID-19 and employees returning to the workplace

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