Accommodating Employees with Disabilities in California
e-Learning Course

Pre-Approved for 2 HRCI California credits
Can be counted as HR (General) credit if you don't need the CA credit

3-Month web-based online subscription available whenever you wish

This e-Learning course has been approved for 2 California credits toward PHR, SPHR, GPHR, HRBP and HRMP recertification through the Human Resource Certification Institute. For more information about certification or recertification, please visit the HRCI website at www.hrci.org .

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Wading through the "landmine" of issues surrounding accommodating and engaging disabled employees can seem daunting for most California employers. After all, in the last ten years, it has been the most heavily litigated area of HR law. Never fear!

In this course, you will learn:

- What a "disability" actually is
- The "bundle of rights" afforded disabled employees and persons who "associate" with them
- What a "reasonable" accommodation is
- What "essential functions" of a job are and how they impact the obligation to accommodate
- What you can and cannot ask a disabled employee
- The steps for effectively responding to a request for an accommodation
- Best practices for engaging in the "interactive process"
- What "undue hardship" is
- Avoiding litigation landmines

Once you complete the course, you will save a certificate with the pre-approved HRCI program ID number which you will enter into your HRCI recertification application. We also strongly recommend that you upload your certificate into your HRCI recertification application.

Technical Requirements:

- Windows 2000, XP, Vista, 7, 8, 8.1; Mac OS X v10.4 and later
- Internet Explorer 7.0 or higher for Windows; Firefox 3.0 or higher for Windows or Mac; Chrome 3.0 or higher for Windows; Safari 4.0 or higher for Mac.
- Internet Access
- Adobe Flash Player 10.0 or higher (free download at http://get.adobe.com/flashplayer)
- Popup windows enabled (NOT blocked - can enable for our sites only if desired)
- Cookies enabled
- Sound card with speakers or headphones strongly recommended

For more details and to purchase, please visit www.tools2succeed.com/elearning/disabilities