

The Employee Assistance Program Association of Toronto (EAPAT) Proudly Presents

Duty to Accommodate: Alcohol and Drug Issues

We are pleased to welcome speaker and author **Barb Butler** who will lead an interactive session on the need for a responsible approach to address workplace substance use and abuse.

The impact of alcohol and other drug use in conjunction with work can be significant in terms of employee health, workplace and public safety, and operational productivity. Recognizing this, Canadian companies in all industry sectors are developing comprehensive alcohol and drug policies, or reviewing and upgrading their existing policies as an important step in preventing or dealing with workplace incidents. To this end, many recognize the importance of setting up a mechanism to provide counselling, assessment, assistance and ongoing support for recovery for employees who may have a problem. However, they are equally concerned about the liabilities associated with not taking appropriate action to prevent incidents and accidents. Both prevention/assistance and deterrence initiatives can be effectively addressed through a balanced approach set out in a comprehensive workplace policy.

One key element on the prevention/assistance side of any balanced approach includes recognizing the duty to accommodate an individual who has a disability, including an individual with an alcohol or drug dependence. This information session will address:

- current alcohol and drug use patterns and workplace safety concerns;
- the importance of taking a comprehensive approach to workplace programs;
- current policies of the Federal and Ontario Human Rights Commissions in this area;
- some of the legal cases that provide guidance on the employer's responsibilities when it comes to accommodation; and
- the increasingly important role of a Substance Abuse Professional in assisting employers to meet accommodation requirements.

Barb Butler is President of Barbara Butler & Associates Inc. She has been advising companies throughout North America since 1989 on the development and implementation of workplace alcohol and drug policies and programs. This includes the introduction of company-specific policy statements, as well as communication, education, and training programs. Barb regularly speaks at national and international conferences, organizes and conducts seminars and management briefings, has been a witness at human rights and arbitration proceedings, and is widely published on the issue.

This session qualifies for 1 CE Credit. Certificate of Attendance available at the registration table upon request.

Thursday October 27, 2011

Breakfast and Community Building 7:30 AM – 8:00 AM

Presentation and Q & A 8:00 AM – 9:30 AM

Location: Toronto Lawn Tennis Club, 44 Price Street (Phone: 416-922-1105)

TTC: Summerhill Station (walk 2 blocks south), Rosedale Station (walk 3 blocks north)

FREE Underground Parking – courtesy of EAPAT

Fee: \$35 for non-members; included with your EAPAT Membership

Please RSVP to rsvp@eapat.org or phone 416.410.8913

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