

# emTRAiN PREVENTING DISABILITY DISCRIMINATION



## WHY CHOOSE emTRAiN?

“emTRAiN was the perfect solution for our company because employees take the training at their leisure, and they may also refresh by going back to the training after completing it. I like emTRAiN because I can assign training to new employees and easily monitor their progress.”

—Charleen Bonney,  
Director of HR,  
Canon Communications

## OUR COURSE COVERS:

- \* Definition of disability
- \* Qualified individuals
- \* Reasonable accommodation
- \* Interactive process
- \* Discrimination examples
- \* Overlapping/related laws

## OUR COURSE WILL HELP YOUR MANAGERS:

- \* Have a broad understanding of disability discrimination laws;
- \* Understand common disability mistakes and how to avoid them;
- \* Increase their confidence in identifying workplace disability issues; and
- \* Increase their partnership with HR

## **ADA claims are on the rise: What your managers really need to know**

If your employee isn't performing well, but she always complains of panic attacks, can you just fire her? What are your legal obligations if someone has taken 12 weeks of medical leave, but they need one more week? How often are your managers making ADA decisions without knowing it?

Plaintiffs' attorneys love ADA claims because they're more likely to get to a jury—and settle for more money!—than other types of employee claims. The majority of ADA cases result from managers' ignorance and unintentional violation of disability laws. Training your managers in ADA concepts and disability laws can save your company hundreds of thousands of dollars.

## **PROTECT YOURSELF & YOUR COMPANY**

When you train your managers about disability laws, they'll be stopping lawsuits before they start by:

- \* Learning the many situations in which employees are protected by disability violations and how to proceed in those situations
- \* Understanding the concept of reasonable accommodation and how to engage in the interactive process
- \* Seeing many different types and examples of disability discrimination
- \* Learning about other laws that overlap and relate to disability laws

## **THE emTRAiN SOLUTION**

Our interactive, research-based online course, developed by a team of attorneys, covers the difficult-to-deal-with topics of qualified individuals, reasonable accommodation, interactive process, discrimination, and liability. Our unique course features include:

- \* Questions throughout to assess the learner's understanding
- \* Skill-building activities and hypothetical case studies for managers
- \* Videos of workplace scenes that help learners see how problematic behavior can lead to claims
- \* A staff of legal experts who will answer your trainees' questions within two business days
- \* A special manager version including checklists and specific suggestions for how to take responsibility, respond, and report
- \* Our easy-to-use Learning Management System Dashboard, enabling your administrator to launch and track training efforts

**CONTACT US FOR A FREE DEMO TODAY**, and see why organizations such as Google, The State of California, and McDonalds have chosen emTRAiN's online, on-demand solutions.