

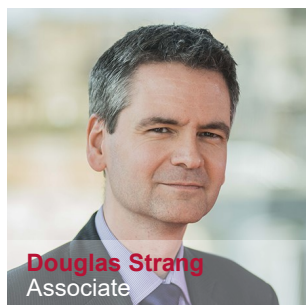
PART 1: Avoiding disability discrimination in the workplace

This is the first of two practical sessions which will examine some of the key issues that arise in avoiding disability discrimination in the workplace.

In this session the following important points will be examined:

- What is “disability” in law?
- What about knowledge of disability – Can I know what I don’t know?
- What about the effect of medication?
- Is stress a disability?
- Discrimination claims – direct and indirect discrimination, and discrimination arising from disability.
 - What is the legal basis of these claims and when could they arise in practice?

This is an essential session for all employers given the increasing number of disability discrimination claims and the complexity of such claims. Given the absence of any cap on compensation for such claims, this seminar is not to be missed.



EDINBURGH:

Wednesday 13 February 2019

Venue: BTO Solicitors LLP
One Edinburgh Quay
Edinburgh EH3 9QG

GLASGOW:

Thursday 21 February 2019

Venue: BTO Solicitors LLP
48 St Vincent Street
Glasgow G2 5HS

Seminar Programme:

12:00 - 12:30: Registration
12:30 - 13:30: Seminar + Q&A
13:30 - 14:30: Buffet Lunch

Fee: Free of charge.

BOOKINGS:

Please use links (below left).

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Please state any special dietary requirements.

As spaces are limited, bookings are restricted to 2 places per organisation and we are unable to accept bookings from fellow solicitors. We also reserve the right to decline or cancel bookings where we consider there to be an actual or potential conflict of interest.

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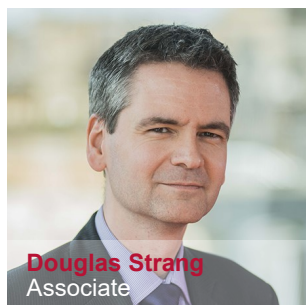
PART 2: Avoiding disability discrimination in the workplace

This is the second of two practical sessions which will examine some of the key issues that arise in avoiding disability discrimination in the workplace.

In this session the following important points will be examined:

- Further types of discrimination claim:
 - What does the duty to make reasonable adjustments really mean?
 - What is unlawful harassment by reason of disability?
 - When could victimisation arise?
- Consideration of the types of scenario where these issues could arise, with a particular focus on:
 - Absence management
 - Misconduct related to disability
 - Inability to perform to the required standard

Managing disability discrimination in practice has become an important consideration for all employers given the nature of these claims. This session will look at minimising the risk when dealing with practical issues. The session will cover the main areas where claims can arise and provide useful pointers in managing the risk.



EDINBURGH:

Thursday 14 March 2019

Venue: BTO Solicitors LLP
One Edinburgh Quay
Edinburgh EH3 9QG

GLASGOW:

Wednesday 20 March 2019

Venue: BTO Solicitors LLP
48 St Vincent Street
Glasgow G2 5HS

Seminar Programme:

12:00 - 12:30: Registration

12:30 - 13:30: Seminar + Q&A

13:30 - 14:30: Buffet Lunch

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