



Each year, **Reach** holds an annual educational conference focusing on a chosen disability rights-related topic. This year's conference will feature a series of workshops and panels aimed not only at exploring barriers faced by workers with mental illness, but also at how to break through those barriers whether it is through the legal system, or through the creation of workplaces free of stigmas for people with mental illness.

re-think mental health & illness in the workplace

Reach Canada, a charitable organization dedicated to educating and informing the public about the rights and interests of persons with disabilities, in conjunction with Emond Harnden LLP, Eastern Ontario's leading management-side labour relations and employment law firm, invite you to a full-day seminar:

Conference Chair:
Raquel Chisholm, Emond Harnden LLP

Keynote Speakers:
Mary Ann Baynton, Mental Health Works, CMHA
LCol Stéphane Grenier, OSISS Program, VAC

Wednesday, December 3, 2008

7:30 a.m.	Registration
8:30 a.m.	Morning Keynote Address
9:00 a.m.	Concurrent Workshops #1
10:30 a.m.	Health Break
10:40 a.m.	Concurrent Workshops #2
12:10 p.m.	Lunch
1:00 p.m.	Afternoon Keynote Address
1:30 p.m.	Concurrent Workshops #3
3:30 p.m.	Conference Wrap-up

Where:
Hampton Inn Ottawa Conference Centre
200 Coventry Road, Ottawa



Perspective patronale en droit de l'emploi et relations de travail
Labour and Employment Law for Employers
Emond Harnden SRL LLP

Conference goals

- ▶ To promote a better understanding of the workplace barriers facing people with mental illness
- ▶ To assist employers with recognizing some early signs that an employee may be experiencing a mental illness
- ▶ To provide employers with some practical tools and strategies to work with employees experiencing mental illness
- ▶ To help employers, consumers, and service providers understand the legal rights and responsibilities of employees with mental illness, as well as those of their employers
- ▶ To help employers, consumers, and service providers understand their role in the accommodation process
- ▶ To connect employees and employers with appropriate service providers
- ▶ To provide networking and information-gathering opportunities for all target groups
- ▶ To challenge the stigma of mental illness

Who Should Attend?

- ▶ Persons with Disabilities
- ▶ Community Organizations, Social Service Agencies
- ▶ Private, Public & Non-Profit Employers
- ▶ Family members
- ▶ Health Professionals, Employees
- ▶ Caregivers, Lawyers, Students

put our minds to work



Concurrent Workshops

Conference attendees will be able to select and attend **three** of **seven** individual workshops from among the following:

Workshop speakers will include local Ottawa lawyers, representatives from the Ontario Human Rights Tribunal and Canadian Human Rights Commission, mental health professionals, and people who have personally experienced mental illness in the workplace.

Concurrent Workshops #1 at 9:00 a.m. (choose one)

Getting the Job in the First Place

- What are some of the most common employment barriers?
- How does a person with a mental illness overcome these barriers?
- How can employers help to eliminate these barriers?

Know your Human Rights

- What are your human rights in the workplace?
- How do you enforce those rights?
- What is the new human rights system in Ontario?

The Employer's Duty to Accommodate

- What is an employer's duty to accommodate?
- When does an employer reach undue hardship?
- How do employer's balance the duty to accommodate with the employee's privacy rights?

Concurrent Workshops #2 at 10:40 a.m. (choose one)

Challenging Stigma in the Workplace

- What stigmas still exist in the workplace?
- What is the employer's role in building a supportive workplace?
- Case studies of successful efforts and employers of choice

The Employee's Decision to Disclose Mental Illness in the Workplace

- What are the concerns that stop people from disclosing?
- What are the benefits?
- What needs to be in place at a workplace to ensure a positive experience?

Concurrent Workshops #3 at 1:30 p.m. (choose one)

Returning to Work from Leave

- What is the insurer's role in the return to work process?
- How can employee and employer can work together to make this a positive experience?

Issues and Solutions: Managing Mental Health in the Workplace

- What are some early signs of that an employee may have a mental health problem?
- What are some symptoms relating to specific diagnoses?
- What strategies and resources are available for addressing the issue?
- What are some practical accommodation strategies to put in place?

Registration Form

Regular Registration Fee: \$250

Lawyers, Government and corporations. (early bird until November 7, 2008 is \$200)

Discounted Registration Fee: \$135*

(early bird until November 7, 2008 is \$110)

Student Registration Fee: \$35

Name(s): _____

Title: _____

Company: _____

Address: _____

City: _____ Province: _____ Postal Code: _____

Email: _____

Scholarships are available to persons with disabilities. For scholarships, call Meaza/mnegassi@reach.ca *Discounted Registration Fee available to non-profit organizations, health professionals, community organization/social agencies, and educational institutions.

Please indicate the type of registration you wish to make payment for:

Regular Registration Fee: _____ X \$250 = \$ _____

Discounted Registration Fee: _____ X \$135 = \$ _____

Student Registration Fee: _____ X \$ 35 = \$ _____

I am unable to attend but wish to donate \$ _____

Accommodation requirements (e.g. sign language) _____

Method of payment

By Credit Card

Visa Mastercard American Express

Credit Card No.: _____

Cardholder's Name: _____

Expiry Date: _____

Signature: _____

If paying by credit card, you may fax your order form to Reach Canada at 613 236-6605.

You may also send your order form to Reach Canada at the address below.

By Cheque (Please make cheques payable to Reach Canada)

If paying by cheque, please mail your order form and payment to:

Reach Canada, 400 Coventry Road, Ottawa ON K1K 2C7

Cancellation

Payment must be received prior to attending the workshop. Please make all cheques payable to Reach Canada and mark the name of the registrant and the name of the workshop on the enclosed cheque. Refunds will be given for cancellations received in writing by November 26, 2008.

To contact REACH

Phone: 613.236.6636 TTY: 613.236.9478 Fax: 613.236.6605 or visit our website at www.reach.ca