

Recent Developments in Human Rights Law

This workshop will be of interest to lawyers, law students, human resource professionals, and anyone who wishes to develop a better understanding of human rights legislation and its impact.

- This seminar takes place over two lunch periods
- Considers the effect of recent court and tribunal decisions dealing with equality and human rights law
- Identifies emerging issues
- Delivered by Sarah Lutgig, Legal Counsel for the Manitoba Human Rights Commission

February 18, 2010 12:00pm - 1:15pm
and

February 25, 2010 12:00pm - 1:15pm
Cost: \$95.00 / Law Students - \$30.00

**“Enlightening” “Useful”
“Relevant” “Engaging”**

Further Information

To register, please contact
Sheilagh Hooper at 945-3009.

Manitoba Human Rights Commission
700 - 175 Hargrave Street
Winnipeg, Manitoba R3C 3R8
Website: www.manitoba.ca/hrc
Phone: 204-945-3007
Fax: 204-945-1292
Toll Free: 1-888-884-8681
TTY: 1-888-897-2811
Email: hrc@gov.mb.ca

In recognition of sensitivities experienced by many individuals, participants in all workshops are asked to please refrain from using scented products, perfumes or colognes.

SCENT FREE AREA

Registration and payment are required two weeks in advance.

Cancellation Policy

Two weeks notice is required for refund

On-site group seminars are available by request. Please contact the Manitoba Human Rights Commission

THE MANITOBA
HUMAN RIGHTS
COMMISSION



LA COMMISSION DES
DROITS DE LA PERSONNE
DU MANITOBA

THE MANITOBA HUMAN RIGHTS COMMISSION EDUCATION PROGRAMS

**September 2009 -
June 2010**

**HUMAN RIGHTS ARE
EVERYONE’S BUSINESS**

Workplace Human Rights Complaints: Myths, Fears and Realities

NEW

This half-day workshop helps employers determine whether a workplace issue raises aspects of human rights law and when an investigation into the issue may be required.

- What an employer can expect if the Commission becomes involved in the workplace issue will also be discussed.
- Donna Seale, Human Rights Lawyer/Educator, will lead this session designed to dispel the myths and fears associated with human rights issues that occur in the workplace.

Nov 25, 2009 9:00am - 12:00pm

Mar 10, 2010 9:00am - 12:00pm

June 2, 2010 9:00am - 12:00pm

Cost: \$95.00

Certificate

Participants who attend and complete three workshops will receive a Certificate of Achievement

Human Rights in the Workplace

This half day interactive workshop is specifically tailored for employers and human resource professionals

- Human Rights Investigators clarify a variety of workplace human rights topics and explain how the Commission processes complaints
- Defines discrimination and harassment and the meaning behind reasonable accommodation under *The Code*
- Reveals a proactive approach to pre-employment inquiries and writing workplace policies

Human Resource Manager:
“Human Rights don’t have to be viewed as a problem, but rather as part of a solution.”

October 7, 2009 9:00am - 12:00pm
February 10, 2010 9:00am - 12:00pm
April 14, 2010 9:00am - 12:00pm
May 26, 2010 9:00am - 12:00pm
Cost: \$95.00

Reasonable Accommodation in the Workplace

This half day workshop offers practical advice using real examples to those responsible for dealing with accommodation workplace issues, either for an employer or union.

- Donna Seale, Human Rights Lawyer/Educator, helps navigate the tricky road to reasonable accommodation
- The key legal elements of the duty to accommodate and how to respond to requests for accommodation will be discussed

October 28, 2009 8:30am - 12:30pm
February 24, 2010 8:30am - 12:30pm
May 5, 2010 8:30am - 12:30pm
Cost: \$95.00 (working lunch included)

“Great session! The presentation was very informative, well organized and very interesting. Thank you!” Training Coordinator

Harassment in the Workplace

This half day workshop will be of interest to those requiring a more in-depth discussion of harassment

- Develop and implement anti-harassment policies
- Know how to appropriately respond to a harassment complaint from an employee
- Human Rights Investigators explain what harassment is under *The Code*, why anti-harassment policies are needed and what they should include

November 4, 2009 9:00am - 12:00pm
February 16, 2010 9:00am - 12:00pm
April 21, 2010 9:00am - 12:00pm
June 9, 2010 9:00am - 12:00pm
Cost: \$95.00

Employer:
“An eye-opener for understanding obligations and responsibilities regarding harassment.”

How to Investigate a Human Rights Complaint

This full day workshop assists supervisors and human resource professionals who are frequently confronted with a human rights complaint in their workplace

- Donna Seale, Human Rights Lawyer/Educator, explains what to do and guides you through the planning process, interviewing techniques and the gathering and evaluating of evidence
- Participants will work through sample case scenarios

October 2, 2009 8:30am - 4:00pm
February 4, 2010 8:30am - 4:00pm
May 14, 2010 8:30am - 4:00pm
Cost: \$165.00 (Lunch Included)

“Having the opportunity to practice the process we learned was excellent.” Employer Liaison Representative