

Webinar on

It Smells and It's Making Me Sick: Employer Responsibility Around Fragrance and Odor Sensitivity and Workplace Accommodation

• Learning Objectives

- *Discuss common job-related issues for employees with allergies and fragrance sensitivities*
- *Review ADA and EEOC positions on accommodation of odor/fragrance sensitivity and allergies in the workplace*
- *Enumerate ideas to consider for your odor-sensitive employee*
- *Present sample questions to help you understand your specific employee's situation and identify the best course of action*
- *Walkthrough sample language for a company odor and fragrance policy*
- *Walkthrough scenarios to demonstrate practical approaches for managing odor-sensitivity issues*



This one-hour online training will provide you with the foundational information you need to understand and act with diligence, clarity, and compassion regarding your responsibilities to accommodate employees with odor, fragrance, and allergy sensitivities.

PRESENTED BY:

Melveen Stevenson is the CEO and founder of M.S.Elemental, LLC, a human resources advisory and training firm based in Los Angeles, California. As a certified HR professional with a background in accounting and finance, she helps companies to navigate the human resources “jungle” of compliance, human capital, and leadership challenges. In doing so, she empowers companies to strengthen their infrastructure from the inside out, specifically through leadership development, operations, training, employee engagement, and executive coaching.



On-Demand Webinar

Duration : 60 Minutes

Price: \$200

Webinar Description

When the subject of workplace accommodations comes up, most managers and supervisors think about the more common situations such as an employee recovering after surgery. Or perhaps, they recall an employee who had an ongoing physical – and mostly visible - disability. These days, however, employees are approaching their employers with health problems triggered and perpetuated by odor and fragrance sensitivity.

Most managers and supervisors are unprepared for how to best manage these discussions. More concerning, however, is that they are unsure of their obligations on what to do in the short- and long-term. In some cases, the employee's fragrance sensitivity can be a qualifying condition, but one that is extremely tricky to accommodate in a standard workplace setting filled with other employees and scents of all kinds.

It doesn't need to be mysterious nor complicated for you to understand your requirements and to translate this knowledge into a practical approach for working through and accommodating your fragrance-sensitive employees.



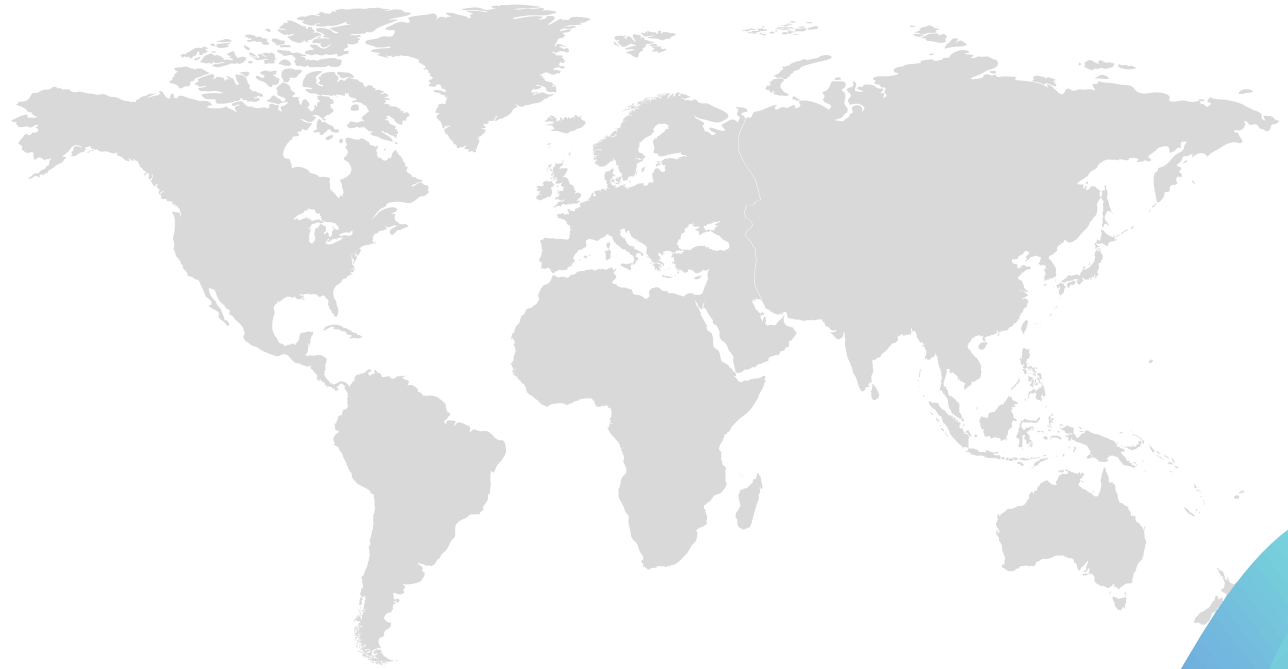
By attending this 60-minute training, you'll learn the basics of fragrance sensitivity and allergies as a possible job-hindering condition. More importantly, you'll be better equipped to handle questions and concerns around this topic.

This one-hour online training will provide you with the foundational information you need to understand and act with diligence, clarity, and compassion regarding your responsibilities to accommodate employees with odor, fragrance, and allergy sensitivities.



Who Should Attend ?

Human resources professionals and consultants
Employee relations professionals
Employee benefits professionals
Office managers
Managers and supervisor
Business owners

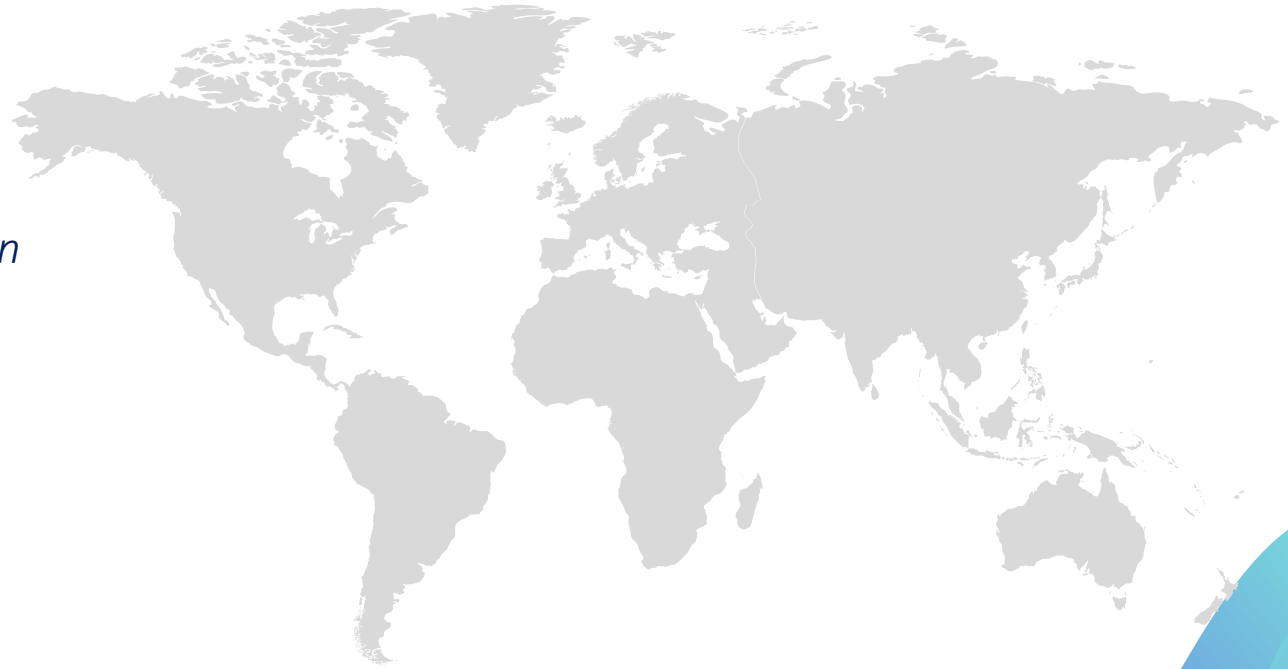


Why Should Attend ?

Our expert speaker will provide you with best practices and examples to bring the information to life so that you can adapt and apply the information to your own specific workplace issues.

And to help you with your overall company culture, you will also receive sample policy language that you can use alongside other workplace policies in your organization.

Register now for this training to ensure that you'll learn and be able to deploy strategies for handling this ever-more-common workplace health issue.



To register please visit:

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