

Program: Diploma in Occupational Health & Safety

Course: DOHS 4221 – Disability Management

Instructor: Shelly Bischoff

Course Description:

This course lays out the best practices in the field of disability management (DM), and their application to the case and claim management process. The course also outlines the role of Occupational Health and Safety professionals and affiliated stakeholders responsible for disability management, and presents appropriate engagement and communication strategies, as well as legislation pertaining to disability management.

Learning Outcomes:

- Recognition of the impact of disability in the workplace
- Knowledge of the law and disability management
- Understanding of the steps of the return to work process
- Comprehension of the various disability benefit plans
- Basic understanding of the various assessment and rehabilitation options available to appropriately assess the level of an employee's disability and implement an effective rehabilitation plan
- Being familiar with the prevention of mental health disability and addiction in the workplace

Course Outline:

Module 1: Introduction to Disability Management in the Workplace

Module 2: Disability Management and the Law

Module 3: Early Return to Work

Module 4: Disability Benefit Plans

Module 5: Disability Assessment and Rehabilitation Programs

Module 6: Preventing Mental Health Disability and Addiction in the Workplace

Academic Requirements:

- 1 reflection paper assignment worth 10%
- 1 final assignment (4-8 pages) worth 20%
- 1 cumulative Final Exam worth 70%