



COURSE

## Disability Protections (RPWD)

1st Edition

Inclusion

Respect



# The Basics of Disability Protections and India Disability Laws

Individuals with disabilities are an important segment of our workforce. However, without proper guidance, leaders and managers may inadvertently make mistakes when managing qualified individuals with disabilities. This Course provides insights into India's Rights for Persons with Disabilities Act, 2016 (RPWD), training learners on how to uphold their protections effectively.

## Course Description

This course outlines the rights and protections for individuals with a disability in the workplace. The training covers how to determine if someone is a qualified individual based on the essential job functions and how to engage in the interactive process to determine a reasonable accommodation. This course also covers inclusive hiring and disciplining employees who have a disability - with the goal to be more inclusive of individuals with disabilities in the workplace.

## Key Concepts

- What is a disability?
- Who is a qualified individual with a disability?
- What constitutes an 'essential job function?'
- How to establish an interactive process and meet reasonable accommodation requirements.
- What does inclusive hiring entail?
- When to take disciplinary action as it pertains to employees with disabilities.

## Course Features

- Access to our Anonymous Ask the Expert tool
  - Rich video scenarios based on real-world events
  - 50+ Machine Translation Options
  - Optional program timer
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- Built-in employee sentiment surveys

- Policy acknowledgement tool
- Extensive customization options

## Lessons

### Introduction

An Introduction to an inclusive workplace for individuals with disabilities and a discussion of learning objectives

### Defining Disability and Qualified Individuals

What is the definition of disability and who does the Disabilities Act protect? What impairments are considered a disability and what does it mean to be a qualified individual with a disability?

### Reasonable Accommodations

An employer is required to engage in an interactive process to determine if there's a reasonable accommodation to support an employee with a disability. What does that look like? What is required? What is the process for determining an appropriate accommodation? Should a manager ask for documentation?

### Discipline and Disabilities

Discipline and Disabilities: How does a manager deal with an employee with a mental impairment that is impacting the workplace? How about chronic absenteeism? Mishandling discipline can lead to legal headaches.

### The Hiring Process

The Hiring Process: Job descriptions are often overlooked but critical in determining the essential job functions. Asking the right questions in interviews can help you determine whether an applicant with a disability is qualified for the job.

## Summary Quiz

Summary Quiz: Let's see what you've learned about managing individuals with disabilities in the workplace.

## Reporting Questions and Our Policy

Reporting Questions and Our Policy: Review your organization's policy regarding equal employment opportunities, protections for employees with a disability and reasonable accommodations.

## PILLAR

[Inclusion \(https://emtrain.com/products/inclusion/\)](https://emtrain.com/products/inclusion/)

[Respect \(https://emtrain.com/products/respect/\)](https://emtrain.com/products/respect/)

## VERSIONS

All Employees (35 min)

## WHAT'S COVERED

- [Business Needs](#)
- [Disabilities](#)
- [Leaves Of Absence](#)
- [Medical Leaves](#)
- [Pregnancy Leave](#)

- Qualified Individual
- Reasonable Accommodation
- RPWD (Rights Of Persons With Disabilities Act )