MIIA Risk Management Training

Employment Practices





ON-SITE TRAINING

Disability & Leave Accommodations Supervisors and HR: Making Sound Disability & Leave Decisions Together
A practical, interactive training *with* Rachel Shaw
Sponsored by MIIA

When an employee needs an accommodation or leave, who does what?

Workplace disability and leave situations rarely stay neatly in one lane.

An employee tells a supervisor she is struggling to do part of her job. Someone needs intermittent leave. A medical note lands in HR with more questions than answers. A pregnancy-related limitation affects the work. Or an accommodation request sounds reasonable, but the supervisor is not sure how it will actually work operationally.

That is where **HR and supervisors need each other.**

Join nationally recognized workplace disability and leave trainer **Rachel Shaw** for a practical, engaging three-hour session focused on the important and different roles HR professionals and supervisors play in managing disability accommodations and leave.

We'll talk about the requirements of the **ADA, FMLA, Massachusetts law, and the Pregnant Workers Fairness Act (PWFA)**, but we will not spend three hours simply reviewing regulations.
Instead, we'll focus on what these laws mean when you are actually managing people and making workplace decisions.

We'll explore questions like:

DATE & TIMES

September 30, 2026
9:30 a.m. - 12:30 p.m.

LOCATION

Barnstable Town Hall
2nd Floor Hearing Room
367 Main Street
Hyannis, MA 02601

REGISTER HERE

PRESENTER

About Rachel Shaw

Rachel Shaw is a nationally recognized workplace disability and leave management expert, trainer, author, and founder of Rachel Shaw, Inc. For more than 25 years, she has helped employers and the professionals who lead them navigate complex workplace accommodation and leave decisions.

Rachel trains organizations across the country and is a frequent trainer in Massachusetts, where she has worked with public-sector employers and HR professionals on the practical realities of ADA, FMLA, leave, and workplace accommodation compliance. She is the author of the award-winning book *The Disabled Workforce: What the ADA Never Anticipated* and the creator of the ADA Decision

- What should a supervisor do when an employee mentions a medical condition, restriction, or need for leave?
- When should HR become involved, and what happens next?
- What information does a supervisor need to make an operational decision, and what medical information should stay with HR?
- Who decides whether an accommodation will work?
- What happens when the employee's needs and the department's operational needs seem to conflict?
- How do HR and supervisors work together without accidentally working against each other?
- And what do you do when there simply is not an obvious answer?

Through practical examples and real workplace situations, Rachel will help participants understand how a strong partnership between HR and supervisors can support employees, protect the integrity of the process, and keep the work of the organization moving.

No law degree required. No three-hour lecture.

Come ready to learn, ask questions, and leave with a clearer understanding of **your role, your responsibilities, and what to do next.**

Reward Credits This training qualifies the MIIA member for .5% MIIA Rewards credit under Public Officials Liability, School Board Liability or Law Enforcement Liability categories

Lab, a live, case-based learning program where HR, leave, risk, labor relations, and workplace professionals strengthen their judgment by working through real accommodation and leave situations.

Rachel is known for making complicated compliance issues understandable, practical, and even enjoyable. Her teaching is grounded in more than two decades of actually doing this work, building programs, managing difficult cases, and learning what works in real organizations.

Her philosophy is simple: Knowing the law matters. Knowing what to do with it matters even more.

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Disclaimer: The material contained herein is intended for general informational purposes only. It is not intended as legal advice and should not be construed as such. Any inquiries concerning Massachusetts law should be directed to a city solicitor, town counsel or other licensed attorney.

MIIA Risk Management

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