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<p><b>ILLNESS AND DISABILITY IN THE WORKPLACE</b> <b>James A. D’Andrea, K.C., B.A. Hons., M.A., LL.B.</b> <b>Release No. 5, December 2024</b></p>
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### **What's New in This Update:**

This release includes updates to Chapter 4 (Human Rights Legislation), Appendix IF (Issues in Focus), and Appendix SLL (Selected Legal Literature).

### **Highlights**

- **Labour and employment law — Employment law — Elements of employment relationship—Duties of employer to employee — Miscellaneous** — A proper investigation should be undertaken with an open mind before someone is terminated for sexual harassment, considering the seriousness of the disruption to a person's life that can arise from such a finding. Management is not required to match the standards or practices of criminal investigators; however, basic fundamentals of fair play must be observed. The employee must be given sufficient particulars to enable him or her to respond appropriately to the allegations and to properly assess the gravity of his or her conduct. The managers involved in an investigation should be properly trained in investigating complaints of racial, sexual or other forms of harassment. Witnesses should be interviewed separately and notes or recordings should be made of the interviews.

### **ProView Developments**

Your ProView edition of this product now has a new, modified layout:

- The opening page is now the title page of the book as you would see in the print work
- As with the print product, the front matter is in a different order than previously displayed
- The Table of Cases and Index are now in PDF with no searching and linking
- The Table of Contents now has internal links to every chapter and section of the book within ProView
- Images are generally greyscale and size is now adjustable
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