



UNIVERSITY OF
TORONTO
SCARBOROUGH

Academic Advising
& Career Centre

AccessAbility Services

Managing Your Career:

Strategies for Graduates with *DisAbilities*

Workplace Accommodations

Video 1: The Law and What it Means to You

Modules

1. Career Planning
2. Understanding Employment Equity
3. Addressing Employment Barriers
4. Self-Advocacy and Disclosure
- 5. Workplace Accommodations**



Module 5:

Workplace Accommodations

Video 1: The Law and What it Means to You





Ontario Human Rights Code (A.K.A “The Code”)

Examples of Disabilities Protected Under the Code

| | | |
|---------------------------------|----------------------------|--------------------------|
| Acquired Brain Injury | Attention Deficit Disorder | Autism Spectrum Disorder |
| Deaf, deafened, hard-of-hearing | Learning Disability | Low vision or blind |
| Chronic health condition | Mental health disability | Physical disability |

What is an Accommodation?

Adjustment of a rule, practice, condition or requirement of a job to take into account the specific disability-related needs of an individual

Examples of Accommodations

- a flexible work schedule such as starting later in the morning
- providing breaks or for part time workers spacing out their work days
- adjusting a rule about no animals allowed to allow service animals on premises

Human Rights Code Principles

- Accommodations must respect the dignity of an individual
 - *An accommodation is only appropriate if it values self-worth, privacy, confidentiality, comfort and allows an individual to make decisions*
- Accommodations must be individualized
 - *Each person has unique needs and what may work as an appropriate accommodation for one person may not be a suitable accommodation for another*
- Accommodations that promote inclusion
 - *This means that a work environment should be barrier-free and allows employees to fully participate in the work environment without obstacles*

Duty to Accommodate

Individuals with disabilities may need accommodations to perform their job duties and have a right to request and receive accommodations

Employers have a legal obligation to provide accommodations to the point of undue hardship

Determining Accommodations

When determining if an accommodation will cause undue hardship employers must consider three things:

- If there is objective evidence (e.g., financial statements) to demonstrate the cost is so substantial that it could impact the nature of the business or impact the ability of the employer to function
- Outside sources of funding, that is, the employer must determine if there is any outside funding sources that could offset the costs
- If an accommodation will cause a serious health and safety risk



UNIVERSITY OF
TORONTO
SCARBOROUGH

**Academic Advising
& Career Centre**

***AccessAbility* Services**

If you would like to provide feedback on these videos or if you have questions or concerns, please contact:

AA&CC: aacc.utsc@utoronto.ca

AccessAbility Services: ability.utsc@utoronto.ca