



# Exploring Accommodations

Featured Speakers:  
Suanne Miedema & Mark Wafer



The Evolution of Inclusion Webinar Series

# MentorAbility Canada

## Diverse workforces are strong workforces!

**CASE:** supporting our member organizations to increase employment inclusion for Canadians who experience a disability

**MentorAbility:** national initiative focused on enhancing the economic and social well being of people experiencing a disability by increasing access to mentoring opportunities and labour market integration

- Supporting employers in increasing their knowledge around inclusive workforce specific to individuals experiencing a disability



# Featured Speaker: Suanne Miedema & Mark Wafer

- Suanne Miedema, President
- Miedema's Board Consulting Inc.
- Mark Wafer, Previous Tim Horton's Franchise Owner (6 locations)
- Disability Rights Activist



# What we will discuss ...

1. The Foundation
2. Accommodation Plans - An Overview
3. Disclosure
4. “Bona Fide” Job Requirements
5. Undue Hardship
6. Examples of Accommodation
7. Q&A

# The Foundation

- The Business Case
- Workplace Culture
- Legal Context



# Accommodations Plans: An Overview

- The “Duty to Accommodate”
- Any change in the work environment that allows a person with limitations in their abilities to do their job
- Temporary, periodic, or long term
- Can apply to interviews, new hires, and existing employees
- Substantive and procedural components
- Three principles:
  - (1) respect for dignity
  - (2) individualization
  - (3) integration and full participation
- The cost of accommodation



Canada

# Disclosure

- Whether to Disclose
- When to Disclose
- What to Disclose
- The Duty to Inquire
- Employer “Musts”





# “Bona Fide” Job Requirements

- “Bona Fide” = made in good faith, genuine
- Questions Employers Should Ask:
  - Is this standard/requirement reasonably connected to the job?
  - Have alternative approaches been explored that can still meet our needs?
  - Can we develop a standard/requirement that reflects differing capabilities?
  - Does this standard/requirement take into account accommodations?



# Undue Hardship

- Hardship vs Undue Hardship
- The legal limit of the duty to accommodate
- Three factors might qualify as 'undue hardship':
  - Cost
  - External funding sources
  - Health & safety considerations
- Most factors do not:
  - Business inconvenience
  - Employee morale
  - Customer or third-party preferences



# Examples of Accommodations

- Removing physical barriers to provide access
- Modifying a work environment or task to allow for full participation
- Modifying policies, practices, or procedures
- Providing auxiliary aids and services
- Training
- Adjusted work schedules
- Communication techniques that work best for the employee



# Upcoming Conference ...



## 25th Annual National Supported Employment Conference **PUTTING EMPLOYMENT FIRST**

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**September 29 - October 1, 2020**

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# Upcoming Webinar ...

**Join Stephen Wright, Chantelle Painter & Renate Burwash**

**September 10**  
12pm-1pm EST



## **Mentoring: A Pathway to Inclusive Workforces**

*Hear how...*

- Employers can design inclusive work teams
- Mentoring supports employers in assessing inclusive practices
- Employers can commit to workplace equity, diversity & inclusion

**[www.supportedemployment.ca/mentorability-webinar-series](http://www.supportedemployment.ca/mentorability-webinar-series)**



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