Fact Sheet :

Reasonable accommodation

What is reasonable accommodation?

Necessary and appropriate modifications and adjustments, as well as assistive technology, not imposing a situation, where needed in a particular place, to ensure persons with disabilities the enjoyment or exercise on an equal basis with others of all human rights and fundamental freedoms. The purpose of RA is to reduce the impact of the impairment on the person's capacity to perform the essential functions of the job.

Criteria for RA

(a) must remove barriers for suitable qualified person
(b) must allow equal access to benefits & opportunities
(c) employers may use most cost-effective method to accomplish above 2 criteria

Also depends on:
(a) nature & degree of impairment
(b) nature of the job & working environment

Examples of RA

(a) Assistance in removing barriers (communication, physical, information)
(b) Workstation modification
(c) Adjustment of work schedule
(d) Adjustment to nature & duration of duties
(e) Re-allocation of noon-essential tasks
for each category of impairment
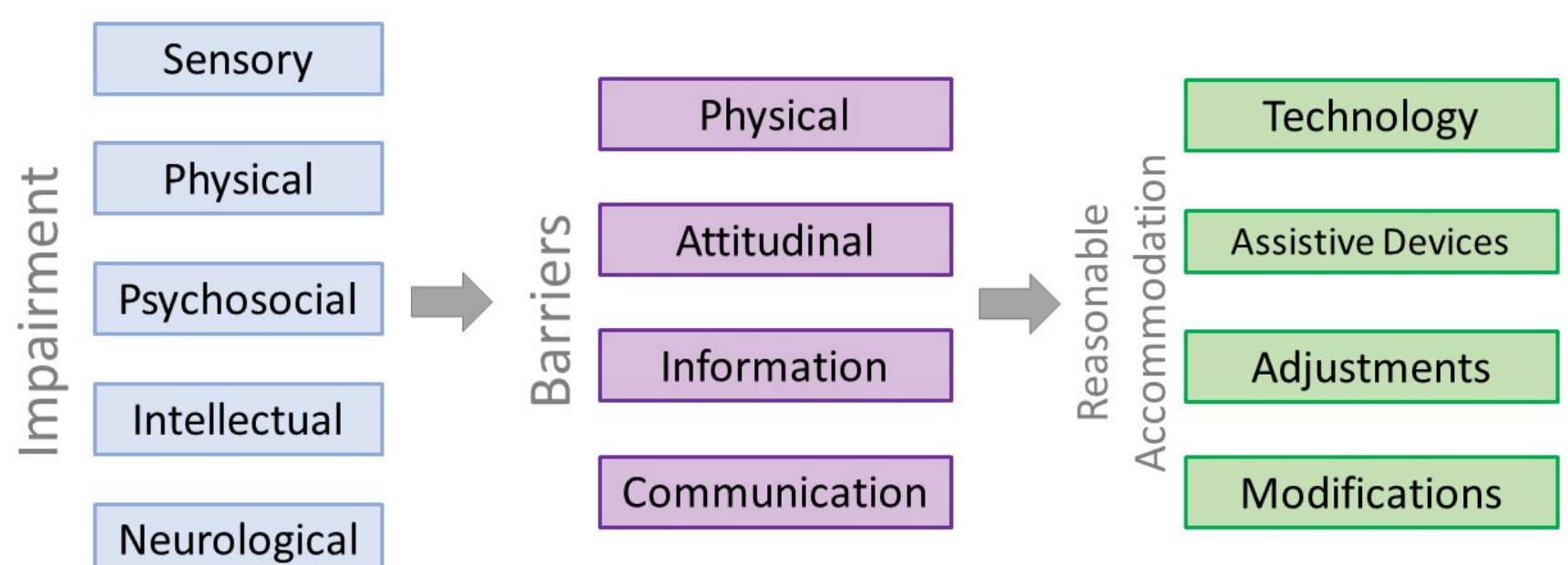
When must RA be applied?

The obligation to make RA available may arise when an applicant or employee voluntarily discloses a disability related accommodation need or when such a need is reasonably self-evident to the employer.
• Employer provide opportunity for disclosure
• RA is negotiation between employer & employee
• Discuss RA at recruitment after a conditional job offer has been made

The Process of Reasonable Accommodation

Impairment	Barriers	Reasonable Accommodation
Sensory	Physical	Technology
Physical	Attitudinal	Assistive Devices
Psychosocial	Information	Adjustments
Intellectual	Communication	Modifications
Neurological		

When is RA not applicable?

When the RA creates an unjustifiable hardship.

Justifiable hardship
"an action that requires **significant difficulty** or expense. This involves considering… the effectiveness of the accommodation and the extent to which it would **disrupt the operation of the business**"

PLEASE NOTE!
The employer cannot provide RA if they aren't aware of an impairment.

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Source : Technical Assistance Guidelines on the Employment of Persons with Disabilities