



# 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





# 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**

**Canada's largest supported employment event  
on an easy to use, interactive virtual platform**  
**September 29 - October 1, 2020**

**Register Today! [www.caseconference.ca](http://www.caseconference.ca)**



# 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)

