

Duty to Accommodate

Workshop Outline

Workshop Description

The purpose of this workshop is to provide health care managers and supervisors with processes and tools to effectively manage requests for accommodation under the Human Rights Code.

Participants will learn what “duty to accommodate” means and the legal background that supports it.

Participants will also learn how to gather appropriate information to determine if and how accommodation would be possible; and work collaboratively with unions, employees, and other parties to develop and implement accommodation plans.

Workshop Goals

After completing this workshop, participants will be able to do the following:

- Explain what “duty to accommodate” means and the legal background that supports it
- Follow a process to manage requests for accommodation under the Human Rights Code
- Gather appropriate information to determine if and how accommodation would be possible
- Work collaboratively with unions, employees, and other parties to develop and implement accommodation plans

Workshop Length

1 day

Topics/Learning Objectives

Topic	Learning Objectives
What is Duty to Accommodate?	<ul style="list-style-type: none">• Identify common requests for accommodation• Define discrimination as it applies to the workplace• List the protected grounds under the BC Human Rights Code• Define “duty to accommodate”• Define “undue hardship”• Explain the collective agreement language as it applies to duty to accommodate situations• List the protected grounds of the BC Human Rights Code

Topic	Learning Objectives
	<p>under which the majority of requests for accommodation originate</p> <ul style="list-style-type: none"> • Provide examples of accommodation for each of the protected grounds from which most accommodation requests originate
Duty to Accommodate Process	<ul style="list-style-type: none"> • Explain the roles of each of the stakeholders to the accommodation process • Outline the basic steps of the accommodation process • Explain the importance of documentation throughout the accommodation process • Explain the importance of being proactive and responding in a timely manner • Determine if a request for accommodation is valid • Gather information to determine accommodation options • Explore accommodation options • Work collaboratively with unions, employees, and other parties to develop and implement accommodation plans • Develop a written accommodation plan • Implement an accommodation plan
Case Studies	<ul style="list-style-type: none"> • Apply the Duty to Accommodate process to a case study scenario