

Duty to Accommodate

Webinar Series

Webinar Series Description

This webinar series prepares managers and supervisors in British Columbia’s health care facilities with processes and tools to effectively manage requests for accommodation under the Human Rights Code.

Topics/Learning Objectives

1. What is Duty to Accommodate?

Time: 2.5 hours

Topic	Learning Objectives
What Needs to be Accommodated?	<ul style="list-style-type: none"> List the protected grounds under the BC Human Rights Code Define “discrimination” as it applies to the workplace Explain the three part test (Meiorin Test) for determining if a practice, standard or requirement is a bona-fide operational requirement Define “duty to accommodate”
Accommodating Employees	<ul style="list-style-type: none"> Explain the benefits of accommodating employees Explain the consequences of not accommodating employees Explain “undue hardship” Identify the collective agreement clauses that support the Human Rights Code and the duty to accommodate
Ways to Accommodate	<ul style="list-style-type: none"> Provide examples of accommodation for each of the protected grounds from which most accommodation requests originate

2. Duty to Accommodate Process

Time: 2.5 hours

Topic	Learning Objectives
Overview of the 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
Accommodation Requests	<ul style="list-style-type: none"> Explain how requests for accommodation are received Explain the importance of being proactive and responding in a timely manner Determine if a request for accommodation is valid

Topic	Learning Objectives
Gathering Information	<ul style="list-style-type: none"> • Gather information to determine accommodation options • Explain how and why to document information associated with the accommodation request • Explain the information the employer can gather for medical accommodation requests • Explain the impact of privacy legislation on the duty to accommodate
Accommodation Options	<ul style="list-style-type: none"> • Explain what employers should consider when determining accommodation options • Work collaboratively with unions, employees, and other parties to explore and determine accommodation options • Identify challenges the employer may face during a meeting to discuss accommodation options • Describe the employer's rights • Explain what to do if the employee refuses to accept the proposed accommodation
The Accommodation Plan	<ul style="list-style-type: none"> • Work collaboratively with unions, employees, and other parties to develop and implement accommodation plans • Develop a written accommodation plan • Implement an accommodation plan