

# 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 *BC Human Rights Code*.

### Topics/Learning Objectives

#### 1. Human Rights and the Duty to Accommodate

Time: 2.5 hours

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

#### 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"> <li>Identify the sources of accommodation requests</li> <li>Explain the three-step process that employers should follow when receiving an accommodation request</li> <li>Explain the duty to inquire</li> <li>Outline the basic steps of the accommodation process</li> <li>Identify and explain the collective agreement language that has implications for the accommodation process</li> </ul>
Roles and Responsibilities	<ul style="list-style-type: none"> <li>Explain the roles and general responsibilities of each of the stakeholders to the accommodation process</li> </ul>

Topic	Learning Objectives
Gathering Information	<ul style="list-style-type: none"><li>• Explain the information the employer is entitled to in order to respond to an accommodation request</li><li>• Discuss the balance between obtaining information about the employee's workplace restrictions and limitations and the employee's right to privacy</li></ul>
Exploring Accommodation Options	<ul style="list-style-type: none"><li>• Identify the parties that should be involved in accommodation discussions</li><li>• Explain what to consider when exploring accommodation options</li></ul>
Finalizing and Implementing the Accommodation	<ul style="list-style-type: none"><li>• Explain how to document an accommodation plan</li><li>• Explain the employer's responsibilities after the accommodation plan has been implemented</li><li>• Discuss the employer's and employee's options if an accommodation is not possible</li></ul>