

WE HAVE THE RIGHT...



...TO HAVE OUR DISABILITIES ACCOMMODATED AT WORK

What is a Workplace Accommodation?

Sometimes a medical condition, a serious injury or illness, or a mental health issue gets in the way of our ability to do our jobs. Employers have a duty to accommodate employees with disabilities. This may mean adjusting someone's job duties or working environment to remove a barrier to their ability to do their work.

What does Accommodation look like?

- An employer buys a new desk so an employer who uses a wheelchair can sit comfortably at it.
- A human resources manager works with an employee to return them to work gradually after they have been off work due to an injury.

What does the law say?

The BC Human Rights Code protects us from discrimination on the basis of a physical or mental disability. The law says employers must accommodate an employee's needs related to a disability. An employer must do their best to remove barriers to the workplace for disabled employees.

What can I do?

If you believe your employer has failed to accommodate your disability, you can make a complaint to the BC Human Rights Tribunal. You must file your complaint within one year of the event. There is no cost. The Tribunal might award you compensation for what happened. You might also find a resolution with the help of a Tribunal mediator.

Who can help?

The BC Human Rights Clinic, part of the Community Legal Assistance Society (CLAS), provides free legal help with human rights complaints. Visit their website or call for more information or to book an appointment:

www.bchrc.net
604-622-1100
Toll free: 1-855-685-6222

Artist: Wade Baker, Mintle-da-us, Kingfisher© Symbol of peace, prosperity and love, and is a good hunter