

## 1.1 Opening Slide



## 1.2 DTA Questions


The slide is titled 'Duty to Accommodate Questions' in a large, dark grey font. To the right of the text is a 3D rendered figure of a man in a light blue shirt and tan pants, standing with his arms crossed. Below the title is a list of five questions:

1. What is the Duty to Accommodate?
2. What is the New Approach to the Duty to Accommodate?
3. Who has the right to be reasonable accommodated?
4. Is the employer the only one who has a duty to accommodate workers in the workplace?
5. What gives us a legislative right to accommodation?

The bottom of the slide features a decorative orange and black gradient bar.

### 1.3 DTA Questions

## Duty to Accommodate Questions




6. When does the duty to accommodate a worker Arise?
7. What is a Bona Fide Occupational Requirement (BFOR)?
8. How do we identify the essential elements of duties of a job?
9. What is Undue Hardship?
10. Who is responsible for proving Undue Hardship?

### 1.4 DTA Questions

## Duty to Accommodate Questions

11. What are the responsibilities of the employer in accommodating a worker
12. What are the responsibilities of the worker being accommodated?
13. What are the responsibilities of the Union as a worker representative?
14. Who needs to be involved in workplace accommodation other than the worker being accommodated, the Union and the employer?



## 1.5 DTA Questions


### Duty to Accommodate Questions

15. What would be an ideal process for the accommodation of a worker in the workplace?

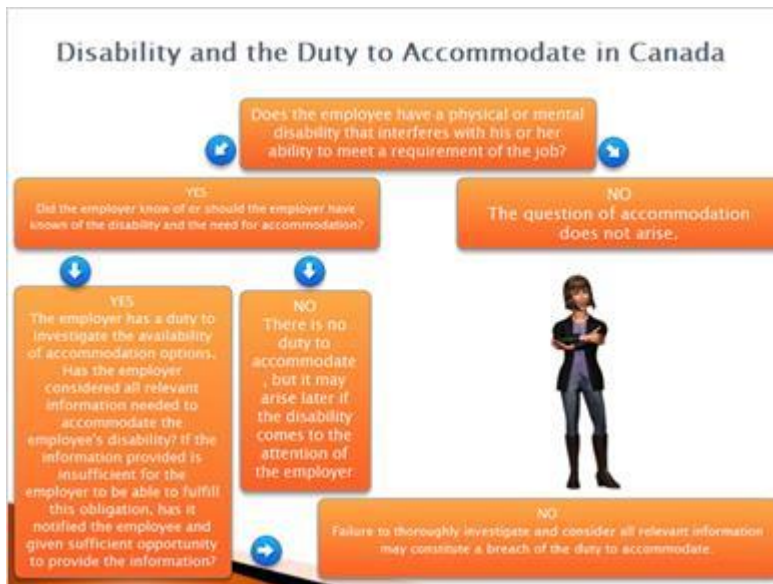
16. What medical information is required during an accommodation process?

17. How is the right to reasonable accommodation enforced?

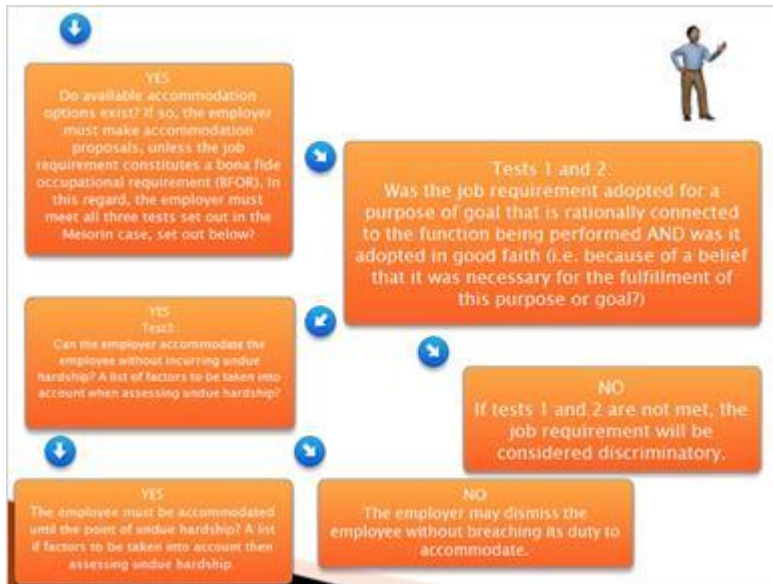
18. What resources are available to assist me in understanding reasonable accommodation?



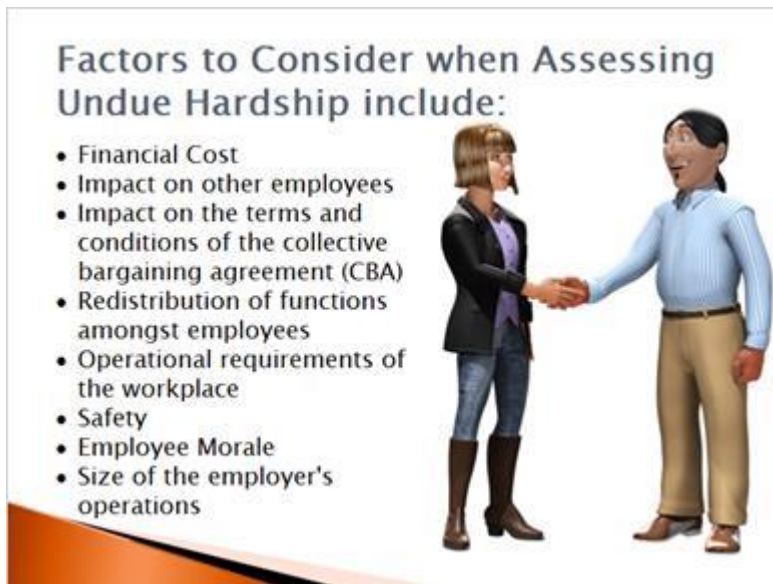
## 1.6 Disability and the Duty to Accommodate in Canada



## 1.7 Chart



## 1.8 Factors to Consider when Assessing Undue Hardship include:



## ***1.9 Remedies Often Granted by Human Rights and Arbitrators:***

Remedies Often Granted by Human Rights and Arbitrators:



- Compensation
- Damages
- Systemic Remedies

## ***1.10 Untitled Slide***

Any questions?

Please do not hesitate to call your Labour Relations Office if you have a concern or require more information.

*Thank you!*

