

Inclusive hiring: workplace accommodations

Fact:

57%

of employers spend nothing on workplace adaptations. Most workplace adaptations are low or have no cost!

- Service Canada, *Hire persons with disabilities*

What about the costs associated with the other 43%?

There are government funded programs that can cover some or all of the costs associated with employment-related disability supports.

What kind of accommodations would I have to provide?

The most frequently required workplace adaptations are:

- Flexible work schedules such as modified or reduced hours
- Modified or different duties

Programs & organizations that can help:

WorkBC Assistive Technology Services

Provincially funded program that offers employment related disability supports. workbc-ats.ca

Open Door Group - Canadian Partners in Workforce Innovation (CAN WIN)

CAN WIN offers free inclusive recruitment, retention, training and consulting services for employers in BC, Alberta, Saskatchewan, Manitoba, and Ontario. canadianpartnerswin.ca

Job Accommodation Network (JAN)

Online resource that provides free and expert guidance on job accommodations by disability type, limitation work-related function and accommodation. askjan.org

Searchable by disability type, each page includes the following information:

- Information about the Disability type
- Accommodating employees with the Disability type
- Questions to consider to better understand how a person's disability may impact them in work or school
- Accommodation ideas by limitation and work-related function
- Example situations and solutions