

THE ONTARIO HUMAN RIGHTS CODE

- The Ontario Human Rights Code (the Code) provides for equal rights & opportunities, and freedom from discrimination.
- The Code recognizes the dignity and worth of every person in Ontario. It applies to areas of employment, housing, facilities and services, contracts, and membership in unions, trade or professional associations.
- The code requires organizations (including landlords, employers, and service providers) to accommodate people with disabilities to the point of undue hardship.

THE AODA & HUMAN RIGHTS CODE

EMPLOYMENT

- At work, employees with disabilities are entitled to the same opportunities and benefits as people without disabilities. In some cases, they may need accommodations so that they can do their job duties.

WHAT IS A DISABILITY

- "Disability" covers a broad range and degree of conditions, some visible and some not visible.
- A disability may have been present from birth, caused by an accident, or developed over time.
- There are physical, mental and learning disabilities, epilepsy, drug and alcohol dependencies, environmental sensitivities, and other conditions.
- The Code protects people from discrimination, environmental sensitivities, and past, present and perceived disabilities.

Visit www.ohrc.on.ca for more info

REMOVING BARRIERS AND DESIGNING INCLUSIVELY

- People with disabilities face many barriers such as physical, attitudinal or systemic. Best practices for organizations are to recognize and remove barriers voluntarily before people make individual requests for accommodations.
- Removing these barriers also make good business sense. It allows not only people with disabilities to use the business but also helps the elderly and people with young children access businesses.
- It is also important for businesses to have accessibility policies and procedures that help remove existing barriers but also prevent businesses from making new ones.
- The Town of Plympton-Wyoming has created accessibility policies for both employees and customers.

THE DUTY TO ACCOMMODATE

- Under the Code, organizations have a legal "Duty to Accommodate" people with disabilities.
- The goal of the accommodation is to allow people with disabilities to equally benefit and take part in the service, housing or employment.
- The accommodation is a shared responsibility and includes everyone involved, including the person with the disability to come up with a solution.
- When considering an accommodation, consider the person's individual needs (for example, provide reading material in formats such as digital text, or large print).

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UNDUE HARDSHIP

- The Code has the following three considerations when assessing whether an accommodation will cause undue hardship:

1. Cost

2. Outsource of funding

3. Health & Safety

Costs account to undue hardship if they are quantifiable, related to the accommodation and so substantial that they would alter the essential nature of the enterprise, or so significant that they would substantially affect its viability.

Outsources of funding may be used to alleviate accommodation costs by making use of outside resources to meet their duty to accommodate.

Health and Safety (HS) requirements create a barrier for the person, the organization can assess whether the requirement can be waived or modified.

TIPS TO ACCOMMODATE

- **As a person with a disability**
 - Tell your employer, what your disability related needs are and take part in looking at possible accommodations.
 - Provide supporting information about your disability related needs.
- **As an employer**
 - Accept requests for accommodations in good faith.
 - Ask only information you need and take an active role in looking to provide for the accommodation.
 - Deal with accommodation requests as quickly as possible, and develop long-term solutions later.
 - Respect the dignity of the person asking for accommodations.

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Ontario
Human Rights Commission
Commission ontarienne des
droits de la personne

Disability and Human Rights

What you need to know



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