

# Human Rights Issues and Duty to Accommodate

The Human Rights Code requires employers to accommodate the needs of individuals or groups covered by the Code. The duty to accommodate arises where a workplace rule or job requirement, which is neutral and consistently applied, has an adverse impact on a person or group covered by the Code. The duty extends to the point at which further accommodation would cause the employer "undue hardship." Generally, this applies to applicants or employees on the basis of a disability, religious observance or family responsibilities.

- The University's duty to accommodate extends to the requirement to provide accommodation as needed for applicants for a position.
- It may be necessary to accommodate a person with a disability during the selection process by ensuring event Tc 0.00