



**University Policy No.:** HR6115  
**Classification:** Human Resources  
**Approving Authority:** Board of Governors  
**Effective Date:** June/04  
**Supersedes:** November/00  
**Last Editorial Change:**  
**Mandated Review:**

## **EMPLOYMENT ACCOMMODATION**

### **1. PURPOSE**

The University has a legal duty to provide accommodation for both employees and job applicants with regard to matters that are governed by the BC Human Rights Code, unless it would cause undue hardship for the University to do so.

### **2. POLICY STATEMENT**

The University will work to achieve a workplace free of barriers by providing accommodation as needed, in a manner which ensures that everyone is dealt with fairly and equitably, and respects the needs of all parties.

### **3. IMPLEMENTATION**

3.1 Implementation of this policy will be guided by the following principles:

- 3.1.1 The University is committed to the principles and spirit of employment equity and the provisions of the BC Human Rights Code.
- 3.1.2 The process for considering requests for accommodation will be in accordance with the provisions of any Collective Agreement or Framework Agreement that is applicable to the employee. For those employees not covered by a Collective Agreement or Framework Agreement, this policy will guide the process for considering such requests.
- 3.1.3 All parties work together to facilitate accommodation.
- 3.1.4 Information is shared on a need-to-know basis while ensuring that the privacy of individuals is protected.
- 3.1.5 The individual is included and involved in the discussion and process.
- 3.1.6 Decisions are based on present conditions.

3.1.7 Every case is dealt with fairly and equitably and on an individual basis.

employee in a suitable vacant position, for which the employee is qualified, elsewhere in the university.

- 3.8 Procedural guidelines will be developed by the university in consultation with applicable employee representatives as appropriate for faculty and staff to outline the process of reaching accommodation with the participation of all relevant parties.