



ASSISTING STAFF WITH DISABILITIES

Below are several links to making accommodations for staff with disabilities as the workplace reopens as well as advice to employers on their obligations to employees.

[Ontario Human Rights Commission:](#) “Employers should be sensitive to other factors such as any particular vulnerability an employee may have (for example, if they have a compromised immune system).” and “Employers should give employees flexible options, such as working remotely where feasible, as a good practice, and as an accommodation even if they are not currently sick but need to self-isolate or stay home due to other reasons related to COVID-19.”

And, “Consistent with the OHRC’s [Policy on ableism and discrimination](#) based on disability and its [Policy position on medical documentation to be provided when a disability-related accommodation request is made](#), employers should take requests for accommodation in good faith. Employers should be flexible and not overburden the health care system with requests for medical notes. Unnecessarily visiting medical offices increases further risk of exposure for everyone.”

[Pooran Law:](#) This is an online legal page that addresses the key questions from the disability and developmental service providers.

[Baker McKenzie:](#) This is an online legal advice site that has produced a Canadian Employers Reopening Playbook. In point 3 of the link [provided here](#) the question is asked “Are there employees or groups of employees that should not be immediately required to return?” They identify high risk employees or family members as one such group.



Another group are employees with mental health conditions. Mental health conditions may be recognized as disabilities under human rights law, employers should follow their normal accommodation processes and, if a disability exists, reasonably accommodate the employee.

[Canadian Association for Community Living](#): Resources that an employer can suggest to their employee, in addition to work accommodations.