

Career Access Professional Services

What is An Accommodation?

What is an accommodation?

- "The term "accommodation" may be used to describe an alteration of environment, curriculum format, or equipment that allows an individual with a disability to gain access to content and/or complete assigned tasks

What is a modification?

- The term "modification" may be used to describe a change in the curriculum. Modifications are made for students with disabilities who are unable to comprehend all of the content an instructor is teaching

Source: <https://www.washington.edu/doiit/what-difference-between-accommodation-and-modification-student-disability>

WHO IS PROTECTED UNDER THE HUMAN RIGHTS CODE?

Ontario Human Rights Council (OHRC) states that employers have a duty to accommodate others unless it causes undue hardship. Accommodations must be appropriate and maintains the dignity of the person(s) involved and meets their needs, while promoting inclusion and ensures confidentiality. *Source:* <http://www.ohrc.on.ca/en/guidelines-accessible-education/appropriate-accommodation>




Under the Ontario Human Rights Code (OHRC), every person has the right to freedom from discrimination and harassment based on specified protected grounds:

Age	Gender Identity/Expression
Ancestry Citizenship	Place of Origin
Colour	Race
Creed (Religion)	Receipt of Public Assistance (In Housing Only)
Disability	Sex (Including Sexual Harassment, Pregnancy and Breastfeeding)

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Ethnic Origin	Sexual Orientation
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WHEN SHOULD I ASK FOR AN ACCOMODATION IN THE WORKPLACE?

-  If you experience or anticipate challenges completing tasks despite having skills and knowledge
-  If the result is an equal opportunity for you to perform at the same level as others
-  If the purpose is for achieving equal opportunity in the workplace
-  If it will help you meet the same level of benefits and privileges as others

THINGS TO KEEP IN MIND:

- ! Do your homework to approach your employer with options and solutions
- ! Take a strength-based approach, letting employers know what the benefit is to hiring you and why your skill set will be worthwhile
- ! Self-advocacy is an important life skill, this will help raise awareness of your needs

ON- AND OFF-CAMPUS RESOURCES:

Disability	Religious	LGBTQ+
askjan.org/	Mills Library 2 nd Floor Prayer Corner	Pride Community Centre
sas.mcmaster.ca	Muslim Student Association Temporary Prayer Space T-13	Women and Gender Equity Network (WGEN)
wellness.mcmaster.ca	Thode Library Rm B113	Trans LifeLife 1-877-268-9688

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Ontario Disability Support Program 905-527-4572	Religious, Indigenous and Spiritual Observances (RISO) multifaith.mcmaster.ca/riso	LGBT Youthline 1-800-268-9688
	Aboriginal Student Resources www.msumcmaster.ca/additional-resources/aboriginal-student-resources	Rainbow Health Ontario www.rainbowhealthontario.ca