

# DIVERSITY

## What is an accommodation?

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- The term "accommodation" may be used to describe an alteration of environment, curriculum format or equipment that allows an individual with a disability access 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 for individuals who are unable to comprehend all of the content an instructor is teaching.

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

## WHO IS PROTECTED UNDER THE HUMAN RIGHTS CODE?

The Ontario Humans Rights Council (OHRC) states that employers have a duty to accommodate others unless it causes undue hardship. Accommodations must be appropriate, maintain the dignity of the person(s) involved and meet their needs, while promoting inclusion and ensuring 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 on specified protected grounds:

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



## WHEN SHOULD I ASK FOR AN ACCOMMODATION 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, and let employers know what the benefit is to hiring you and why your skill set will be worthwhile.
- Self-advocacy is an important life skill that will help raise awareness of your needs.

### ON- AND OFF-CAMPUS RESOURCES:

Disability	Religious	LGBTQ+
<a href="#">Job Accommodation Network (JAN)</a>	Mills Library Prayer Corner	Pride Community Centre
<a href="#">Student Accessibility Services (SAS)</a>	Muslim Student Association Temporary Prayer Space T-13	Women and Gender Equality Network (WGEN)
<a href="#">Student Wellness Centre (SWC)</a>	Thode Library RM B113	Trans LifeLine: (1 877) 268-9688
Ontario Disability Support Program: (905) 527-4572	<a href="#">Religious, Indigenous and Spiritual Observances (RISO)</a>	<a href="#">Rainbow Health Ontario</a>
	Aboriginal Student Resources <a href="http://www.msumcmaster.ca/additional-resources/aboriginal-student-resoruces">www.msumcmaster.ca/additional-resources/aboriginal-student-resoruces</a>	

