SCHOOL DISTRICT #49 (CENTRAL COAST)

Procedure

Administrative Procedures**: H-4 Duty to Accommodate**

Updated July 6, 2022

School District 49 has a duty to accommodate employees on the protected grounds of the BC human rights Code. As all employers in BC, the school district cannot discriminate against employees because of the race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, sex, sexual orientation, gender identity or expression, or age of that person or because that person has been convicted of a criminal or summary conviction offence that is unrelated to the employment or to the intended employment of that person.

Site supervisors have a responsibility to inquire if they suspect an employee’s health is impacted their work performance.

Accommodations for physical or mental disability require documentation from a health practitioner identifying the nature of the accommodation the employee requires to engage in meaningful work.

The accommodation process needs to involve the Union, Employer and Employee.

Accommodations must not cause undue hardship to the employer. Undue hardship includes cost, disruptions to operations, or conflict to others’ health and safety.

Any accommodation needs to allow the employee to meet the requirements of the job. Requirements of the job need to be reasonable, established in good faith, and necessary for the school operations.