

REASONABLE ACCOMMODATION

The River East Transcona School Division desires to meet its obligations under *The (Manitoba) Human Rights Code* (“the Code”), including the requirement that employers reasonably accommodate special needs of employees that are based on protected characteristics, to the point of undue hardship.

This policy sets out a process for the division and its employees to follow where reasonable accommodation of a special need based on a protected characteristic under the Code has been requested or is indicated. It also identifies the responsibilities of the division and the employee in the reasonable accommodation process. Protected characteristics under the Code are: ancestry; nationality; ethnic origin; religion; age; sex, including pregnancy and gender identity; gender-determined characteristics; sexual orientation; marital or family status; source of income; political belief; and physical or mental disability.

This policy is not intended to discourage or prevent an individual from exercising their legal rights pursuant to any other law. Where provisions with respect to duty to accommodate exist within a collective agreement, the collective agreement provisions shall apply.

Effective Date: April 19, 2011
Amended Date:
Board Motion(s): 127/11
Legal/Cross Reference:

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