

Understanding Accommodations

THE MOST COMMON ACCOMMODATIONS are changes in job duties or modified hours of work.

An employer can benefit from the specific skills of a qualified person without needing to significantly modify the workspace or the work environment.



We can reduce the impact of disabilities and create a productive and inclusive society.

We can do so by changing our response to people who live with different abilities.

An accommodation SUPPORTS THE WORKPLACE NEEDS of people with disabilities.
Accommodations are bridges; without them, daily and routine activities can be out of reach.

Conference Board of Canada, "Tapping the Talents of People with Disabilities: A Guide for Employers" by Ruth Wright, p. 43. In partnership with the Government of Ontario, 2001.

Seasons Health Therapies, Kamloops, BC; Occupational Concepts, Moncton, NB.

Institute of Work & Health, ESDC WebEx Presentation. February 25, 2016



HireForTalent.ca

HIRE for TALENT has made every effort to use the most respectful words possible while writing these materials. We realize, however, that the most appropriate terminology may change over time. We developed these materials with the intent to respect the dignity and inherent rights of all individuals.

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Wheelchair Ramp: Canadian employers qualify for funding. Costs can vary, generally ranging from \$600 to \$1,500.



Braille: Portable Braille Smartwatch technology (e.g., Dot) can allow users to access emails, messages, tweets and books anywhere, anytime. Using Bluetooth, the Dot translates text into Braille (cost is about \$350). Other Braille technologies (such as printers) can emboss on both sides of a page. The cost of smaller print production volumes range from \$1,800 to \$5,000.



Video relay service, or VRS is a service funded through Canada's National Contribution Fund that enables people to have video conversations over the Internet. **SRV Canada VRS** is offered in Canada and is available in four languages, ASL/English and LSQ/French. It brings deaf or hard of hearing people closer together with employers, friends, family, and service providers. Launched in 2016, VRS is replacing the teletypewriter (TTY). This service is free.



Amplified Phones: These are designed to help with communication and cost about \$100.



Large Print: This refers to the formatting of text or documents in which the typeface lettering (font) is considerably larger than usual to accommodate people who have limited vision.



Assistive Listening Systems:

Assisted communication devices, such as Personal FM Systems and the Phonak Roger Easy Pen, are designed to improve speech understanding in difficult listening conditions. These devices help reduce issues relating to background noise and reverberation. Costs approximately \$300 to \$1,800.



Reading Pen: This portable hand-held scanning device reads words out loud. Simply glide the reading pen over the text, and the words are spoken and displayed in large font on the built-in screen. Accommodates learning and/or reading difficulties such as dyslexia. About \$300.



Technology: New technology offers solutions that enable people who are deaf to participate in group conversations. Using the participant's smartphone microphone, the app captures what others are saying and converts it into text in real time, making it possible to join the discussion. Other devices, such as virtual keyboards and voice command devices, are designed to make computer technology easier to use.



Guide Dogs and Service Dogs:

These professionally-trained work animals are matched to clients' needs based on walking speed and home/work environments. Non-profit organizations gather donations to provide these dogs for free to families (since it can take up to 2 years and \$35,000 to train each dog).



Ergonomic Workstations: Office furniture and other fixtures can be designed to maximize task performance and to minimize fatigue and injuries by matching equipment to the user's body size, strength and range of motion. Costs range from \$300 to \$2,500.

