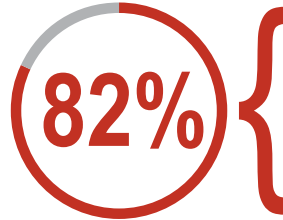


Understanding Costs of Accommodations

Not every person with a disability needs an accommodation.



Changes in job duties or flexible scheduling are considered **accommodations**.



82% of all workplace accommodations are linked to **work conditions**.

Supported Employment Services are available to help employers make accommodations and to find funding to cover costs, such as for:

PERSONAL SUPPORT

These accommodations are often subsidized by government programs.

Sign language interpreter, job coach, or personal assistant.

EQUIPMENT

There are many programs to cover most costs for equipment accommodations.

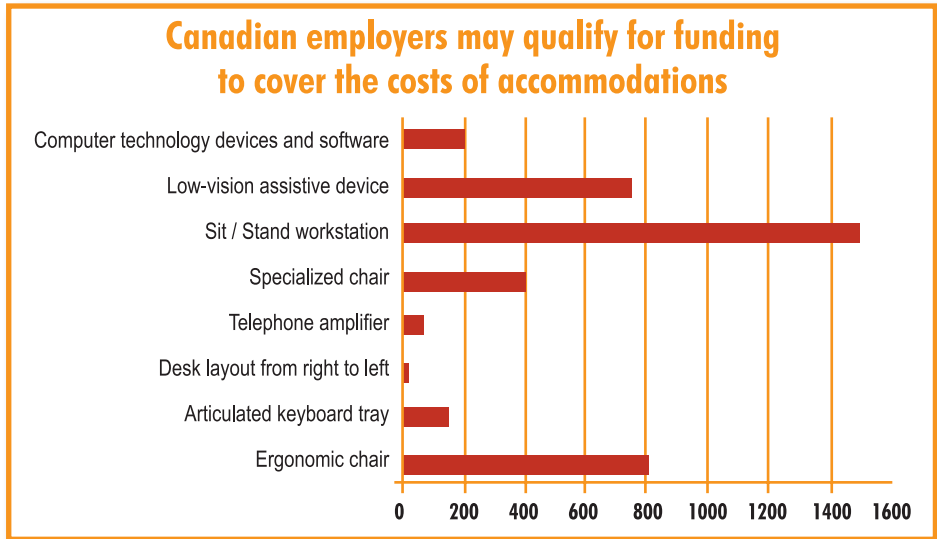
Technical devices, communication aids, or ergonomic workstations.

STRUCTURAL ACCOMMODATIONS

These are most commonly funded, since they can often be the most expensive.

Hand rails, ramps, widened doorways, or increased accessibility to common facilities.

Employers can benefit from the specific skills of qualified persons with disabilities without having to make extensive modifications to the physical workplace or the overall work environment.



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.



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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.