

## **5.5** Taking Steps to Inclusion



The 'duty to accommodate' prevents employers from rejecting candidates on the basis of their protected characteristics, which include disability, age, gender, religion/faith, sexual orientation, race/colour, marital status or ethnic origin.

An employer, a service provider or a union has the obligation to take steps to eliminate disadvantages to employees, clients or prospective employees resulting from a rule or a physical barrier that may have an adverse impact on individuals or equity-seeking groups.

**The duty to accommodate obligates an employer to be meaningful (proactive) in creating an inclusive workplace for all stakeholders.**

Inclusive workplaces come from implementing quality accommodations. The most successful accommodation outcomes happen when workplace parties are able to work collaboratively and respectfully with a view to finding meaningful and effective solutions.

### **Take the Challenge!**

#### **True or False**

An employer, a service provider or a union has the obligation to take steps to eliminate disadvantage to employees, clients or prospective employees.

**True.** Employers, service providers or a union have the obligation to take steps to eliminate disadvantage to employees, clients or prospective employees resulting from a rule or a physical barrier that may have an adverse impact on individuals or equity-seeking groups.

#### **Sources:**

<sup>1</sup> Canadian Council on Rehabilitation and Work (CCRW).

<sup>2</sup> Birshtein, Gary. (2010). Interview Questions: Legal Vs. Illegal. Retrieved from Canada Human Resource Centre website. <http://www.canadahrc.com/base/interview-questions>.

#### **Disclaimer:**

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.