

Accessing Accommodations

Employment Accessibility Tips for Students



What are employment accommodations?

An accommodation is an adaptation to your work schedule or environment to support the different ways people work and learn. These adaptations help people impacted by a disability meet the expectations of the job.

What are my legal rights?

Under the BC Human rights code, people with disabilities are protected from discrimination and are eligible for employment accommodations as needed.

What is considered a disability?

A disability is a medical diagnosis that impacts or changes the way that people work and learn. There are a number of diagnoses that are considered a disability by the Canadian Government.



How should I prepare?

An employer may ask for medical documentation to support your request for accommodations. Medical documentation is most helpful when it contains information about how your disability affects you and provides recommendations for accommodations.

Do I have to disclose?

A person is under no obligation to disclose a medical diagnosis/disability to an employer. However, brief disclosure will likely be necessary if you are requesting accommodations.

What about my confidentiality?

Your medical information is considered confidential. If you choose to disclose a disability to your employer. Your employer should be taking measures to keep your information private.



Jennifer Mei, RSW
Accessibility Experiential Learning Coordinator

Who can help?

Reach out to your Coop Coordinator or Career Advisor for resources or book an appointment the Accessibility Experiential Learning Coordinator for an employment accessibility consultation.

CONTACT

TRU Career and Experiential Learning
Email: careereducation@tru.ca
Jennifer Mei, Accessibility Experiential Learning Coordinator
Email: jmei@tru.ca