

OPTIMIZING ACCESS

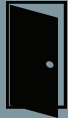
Working towards employment accessibility



THOMPSON
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Career &
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Learning

Tips for Employers



Tip #1 Be open

People with disabilities are skilled members of a diverse labour market. Consider expanding your workforce to include more diverse populations.



Tip #2 Stay informed

Learn what medical conditions are considered disabilities, how to respond if an employee discloses a disability, and how to determine accommodations.



Tip #3 Ask questions

If an employee discloses that they have a disability, it's OK to ask if there is anything you can do to accommodate them. Each person's needs are unique.



Tip #4 Make a plan

Make an accommodations plan with your employee. Regularly review their plan with them to ensure they continue to receive the support they require.



Tip #5 Minimize cost

To minimize the need for custom accommodations, explore how your company can cost-effectively make universal adaptations to support the different ways people work and learn.



Tip #6 Be responsible

Employers have a duty to accommodate employees with disabilities to the point of undue hardship. Promote equity by familiarizing yourself with legal terms and responsibilities.

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RESOURCES

Employment Equity Resources

www.tru.ca/cel/employers/experience-more-access