

An accommodation profile of our employers

Source: OPSEU course, *Duty to Accommodate: A tool for inclusive workplaces*

Name of employer: _____

Location: _____

Your name, local, bargaining unit: _____

Number of sites/offices		
Geographical area covered		
Total number of employees in your workplace		
% part-time/full-time employees		
% temp/permanent employees		
Level of demand for accommodations	Race	Never 1 2 3 4 5 Often
	Ancestry	Never 1 2 3 4 5 Often
	Place of origin	Never 1 2 3 4 5 Often
	Colour	Never 1 2 3 4 5 Often
	Ethnic origin	Never 1 2 3 4 5 Often
	Citizenship	Never 1 2 3 4 5 Often
	Creed	Never 1 2 3 4 5 Often
	Age	Never 1 2 3 4 5 Often
	Record of offences	Never 1 2 3 4 5 Often
	Marital status	Never 1 2 3 4 5 Often
	Sex	Never 1 2 3 4 5 Often
	Sexual orientation	Never 1 2 3 4 5 Often
	Family status	Never 1 2 3 4 5 Often
Disability	Never 1 2 3 4 5 Often	
Employer action on accommodations	None 1 2 3 4 5 Proactive	
Co-worker support of accommodations	None 1 2 3 4 5 Proactive	
Typical accommodations provided by the employer		
Typical arguments/tactics to resist accommodation		