

Six principles of accommodation

Source: OPSEU course, *Duty to Accommodate 1: A tool for inclusive workplaces*

1. Inclusive design

2. Respect for dignity

3. Integration and full participation

4. Removal of barriers

- Hiring
- Training
- Promotion
- Complaints
- Scheduling
- Work allocation
- Child care
- Religious observances
- Other

5. Individualized accommodation

- Bundling tasks
- Modified status
- Comparable status
- Home position

6. Confidentiality