

Finding Solutions to Challenges When Accommodating

Example #1

Create an unnecessary job (i.e., for a new applicant, or for an individual who is returning to work).

The following could be solutions you could try:

- Seek adaptive solutions to aspects of the job which have become a challenge
- Consider if there is a better fit elsewhere in the organization
- Re-examine essential and non-essential requirements of the job

Examples of this:

- Balanced job sharing with colleagues
- “Essential requirements” of the job may need to be re-evaluated for example, “ability to stand for extended periods”

Example #2

Accommodate where you believe there is undue hardship.

The following could be solutions you could try:

- Seek expert advice on new accommodations
- Ensure the individual is open to solutions they did not request
- The worker has an obligation to cooperate to arrive at a reasonable accommodation

Examples of this:

- The accommodation requested has a high cost, however a cheaper and equally practical solution might be available

Example #3

Retain an employee who appears unable to meet bonafide requirements of the job.

The following could be a solution you could try:

- Consider if the employee has skills that fit into another vacant role

Examples of this:

- The employee is no longer able to drive at a shipping company, but they have the right skill set to be a dispatcher.

Sometimes a solution cannot be found, and it may be determined that the job is not a fit for the individual. The issue may need to be resolved through performance management or disciplinary process depending on the circumstances.

Need support or want a better understanding of the duty to accommodate? Contact us!