



## ACCOMMODATION POLICY FOR EMPLOYEES

### TABLE OF CONTENTS

- A. PURPOSE
- B. SCOPE
- C. DEFINITIONS
- D. POLICY STATEMENTS
- E. PROCEDURES
- F. SUPPORTING FORMS, DOCUMENTS, WEBSITES, RELATED POLICIES
- G. RELATED ACTS AND REGULATIONS
- H. RELATED COLLECTIVE AGREEMENTS

#### A. PURPOSE

Douglas College (the College) is committed to providing an equitable and accessible work environment which promotes, involves and reflects our diverse communities. The College will take reasonable steps to accommodate Employees and prospective



7. An applicant who requests accommodation must be able to perform the essential requirements of the job. If the accommodation involves a transfer to a different position, the Employee will be paid the wage rate for that position.
8. The duty to accommodate does not require the College to satisfy demands that are