



Creating
opportunity
through
collaboration.

A 360 Degree Assessment of the Duty to Accommodate Framework in Workplace Accommodation Provision

ABOUT THIS PROJECT:

Funded by Accessibility Standards Canada, BHER is working on a project to better understand the duty to accommodate. We are exploring how workers experience requesting and receiving workplace accommodations, what supports the process, and what creates barriers. The research pays particular attention to workers with congenital and long-term disabilities who often need ongoing accommodations. What participants share will be used to develop practical recommendations to improve workplace practices, standards, and policies in federally regulated sectors.

THE ASK:

BHER is inviting workers with disabilities to take part in a virtual interview lasting between 45 and 60 minutes. These interviews will provide an opportunity for participants to share their experiences navigating workplace accommodation processes, including requesting accommodations, communicating with employers, and receiving (or not receiving) support. Participants will receive \$150 in compensation of their choice as a thank you for their time and insights.

WE ARE SEEKING TO INTERVIEW PEOPLE WHO:

- Identify as a person with a disability
- Have experience requesting or receiving workplace accommodations
- Are currently working, or have worked, in a federally regulated sector
- Are willing to share their experiences with the duty to accommodate process

THE INTERVIEWS WILL EXPLORE:

- Experiences requesting workplace accommodations
- What made the process clear, supportive, or effective
- Barriers or challenges encountered during the accommodation process
- Ideas for improving accommodation standards, practices, and accountability

BENEFITS OF PARTICIPATION:

- Share your lived experiences to help improve how accommodation processes function in federally regulated industries
- Contribute to clearer, fairer, and more accessible approaches to workplace accommodation
- Support recommendations that aim to strengthen workplace standards and practices

PRIVACY AND CONFIDENTIALITY:

Participation in this project is completely voluntary, and participants may withdraw at any point. Before the interview, the research team will review the process in detail and request consent to proceed. All information collected will be treated as strictly confidential, and identifying details will be anonymized wherever possible.

Our full data management, confidentiality, and ethics protocols are available upon request.

If you have any questions, or requests for accessibility accommodations, or would like more information, please contact research@bher.ca.

ABOUT BHER:

The Business + Higher Education Roundtable is a non-partisan, not-for-profit organization that brings together Canada's largest companies and leading post-secondary institutions to find solutions to Canada's biggest workforce challenges. This project is funded by the Government of Canada.