



Employment Equity: “Bits and Bites”

Employment for Persons with Disabilities

For this edition, the “Bits and Bites” section looks into employment equity issues concerning persons with disabilities in local, provincial, and national contexts.

Queen’s: Accommodation in the Workplace

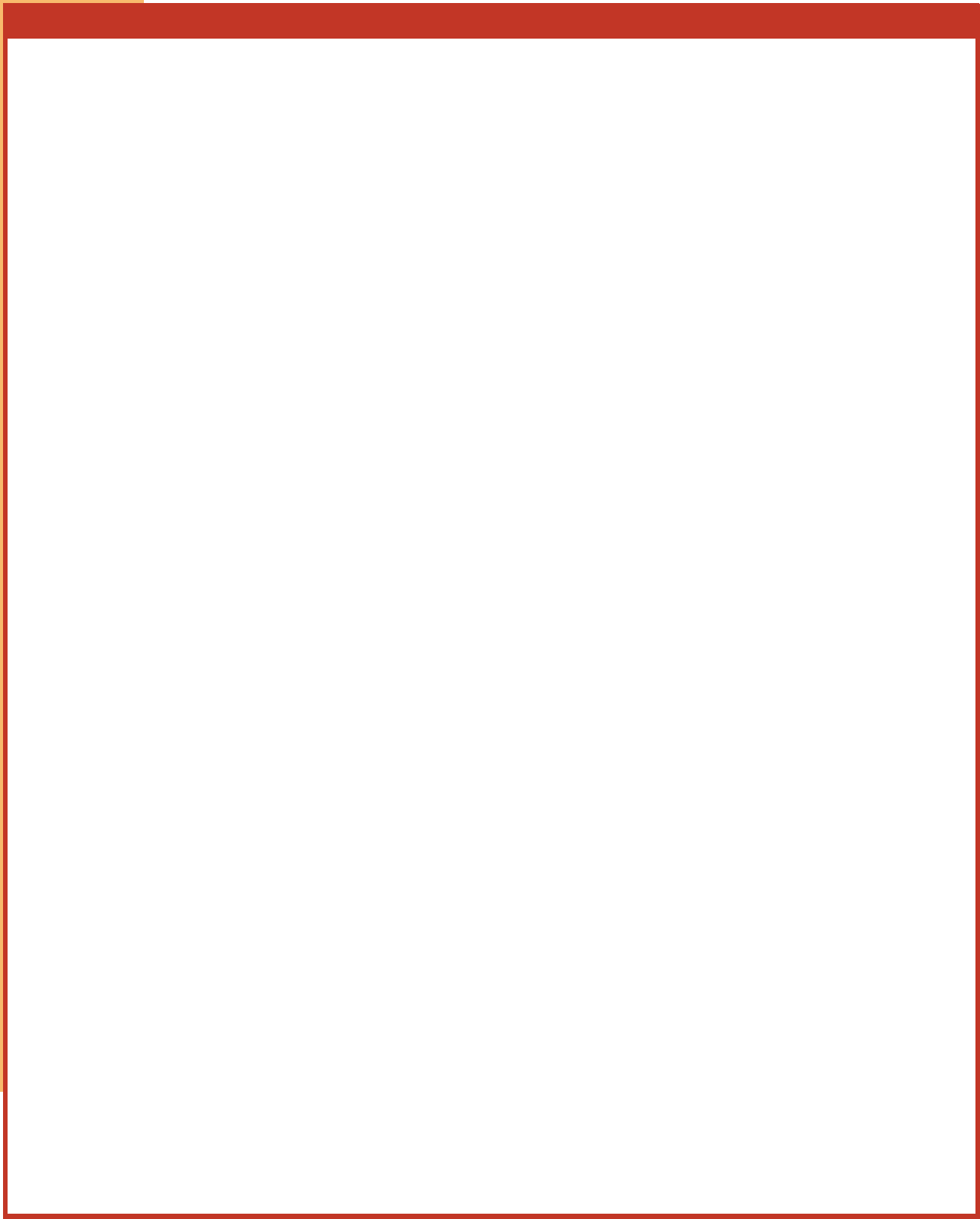
In commitment to the fundamental principle of employment equity that all individuals should be equally considered and supported for employment opportunities, the University has an Accommodation in the Workplace Policy to address employees’ accessibility needs due to disability.

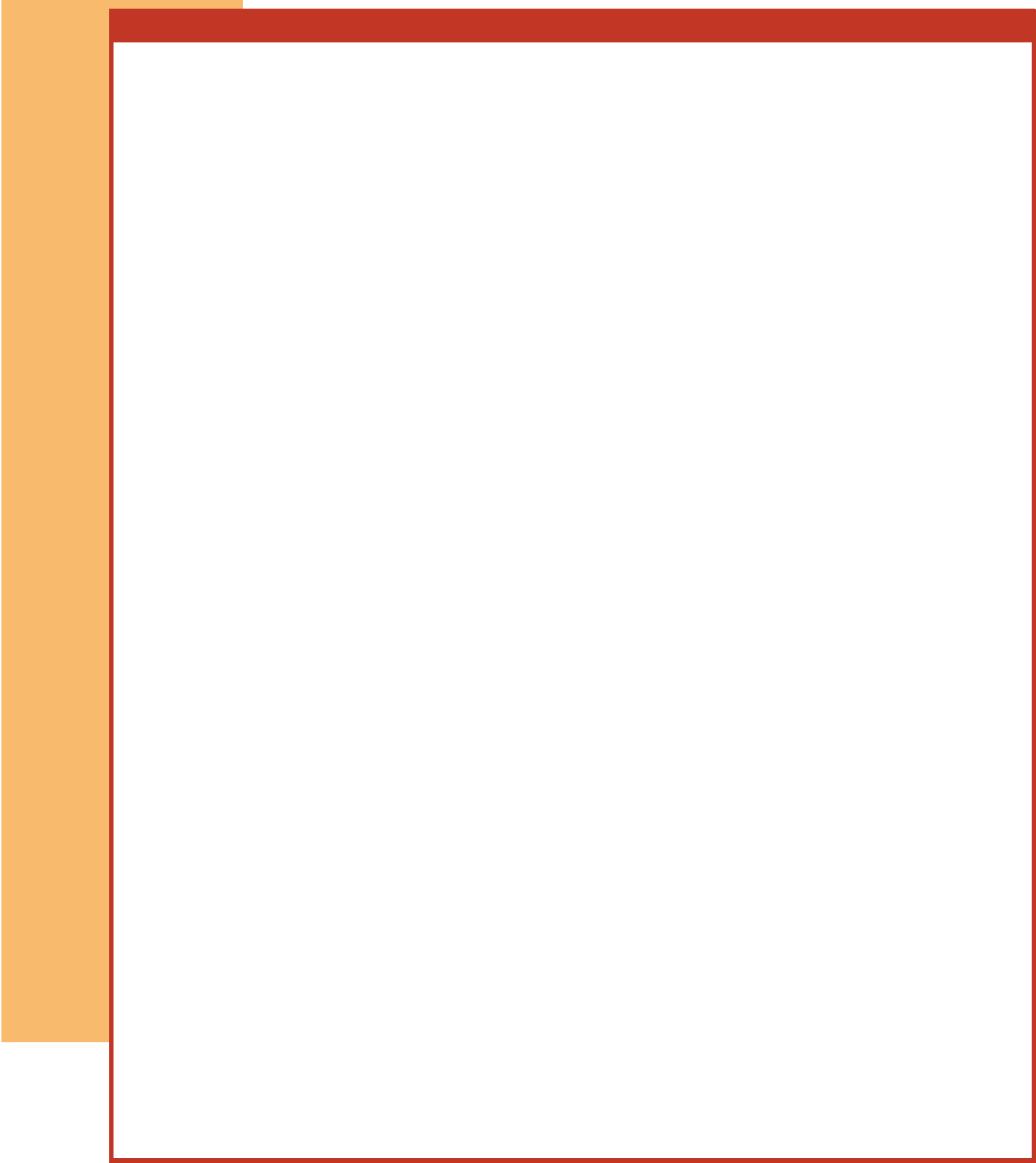
Based on the basic definition provided by the Ontario Human Rights Code, disability includes physical, mental, and learning disabilities and those that are non-visible (i.e. mental disorders, epilepsy).

Supervisors must ensure that individuals with disabilities have their needs accommodated. Accommodation for employees with disabilities includes changes to the workplace that respect dignity, autonomy, and confidentiality; provide a sense of inclusion; and meet their physical requirements, while allowing the employee the ability to fulfill the requirements of the work.

The cost of accommodation for individual employees up to \$1000.00 a year is the responsibility of the departments; any additional amount will be funded through the Accommodation Fund or other University funds. It is important to recognize that most accommodations require minimal funds.

For more details about the Accommodation in the







Community Cultural Events

Thursday, June 27, 2013

Four Directions Aboriginal Centre:

Strawberry Social, Craft & Storytelling

Fresh strawberries, frybread, beaded strawberry craft & the Cherokee Strawberry teaching

Not to be missed!

11:45am—1:00pm, 146 Barrie Street

Tuesday, June 25 & July 23, 2013

Four Directions Aboriginal Centre:

Women's Full Moon Ceremony

"Open to all women. Please bring a potluck dish, water, tobacco, long skirt, drum (if you have one)."