

EXAMPLES OF SUCCESSFUL ACCOMMODATION MEASURES

These measures were implemented following medical documentation from physicians outlining medical limitations and discussions with the faculty members and/or chair to creatively problem solve the removal of barriers for faculty members with temporary or permanent medical conditions

- Rearranged standard departmental course schedule to allow for the teaching of courses over 3 semesters instead of 2 semesters
- Employed assistant as translator
- Employed TA's (for example, hired a marker due to faculty member's visual impairment)
- Moved class rooms to accommodate medical needs (closer to washrooms, closer to office, closer together)
- Arranged lecture times to accommodate:
 - Ongoing medical appointments
 - Recommended treatment plans (swimming class, gym time)
 - Medical conditions which may escalate over specific times of day (for example: did not schedule lectures early morning, over lunch or dinner times)
 - Required rest periods
- Purchased (cost share with the department) adaptive equipment such as: sit/stand desks, specialized chairs and stools, rolling carts, specialized telephones, slant boards, head sets, larger computer monitors, anti static mats, foot rests, arm rests, voice activated software and in-person training on voice activated software
- Worked with Gordon Argyle to review worksite and make changes to work place to ensure safe and accessible workplace (including changing door handles, installing grab bars in washroom, lowering light switches and changing lock system)
- Provided ergonomic assessments and adaptations to workstations
- Provided education to chairs and colleagues of faculty member (with faculty member's permission and participation) to increase understanding and support to individuals with temporary or permanent medical conditions
- Temporary shift in some administrative duties
- Facilitated process to attain disabled parking passes from Campus Security