

## Background:

Hanover School Division aims to provide Reasonable Accommodation to employees who request accommodation under one or more of the protected grounds outlined in the Manitoba Human Rights Code (the Code). The Division will ensure that the working environment is one that fosters openness and tolerance and is free from direct and indirect discrimination. Under the Code, employers have the ultimate responsibility for ensuring a healthy and inclusive work environment, including preventing and addressing discrimination and providing reasonable accommodation

## Definitions

Discrimination: In accordance with the Code, a person must not (a) refuse to employ or refuse to continue to employ a person, or (b) discriminate against a person regarding employment or any term or condition of employment because of the race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, sex, sexual orientation or age of that person, gender identity or expression, or because that person has been convicted of a criminal or summary conviction offence where a pardon has been granted.

## Policy

Hanover School Division will support the accommodation of employees and job applicants who require workplace accommodation under any of the protected grounds described in the Code. The Division will work to achieve a workplace free of barriers by providing accommodation for the needs of those individuals with disabilities. The Division will ensure that the workplace is free of barriers by providing accommodation for the needs of those individuals with disabilities. The Division will ensure that the workplace is free of barriers by providing accommodation for the needs of those individuals with disabilities.

