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<p><b>THE DUTY TO ACCOMMODATE IN EMPLOYMENT</b> <b>Kevin D. MacNeill</b> <b>Release No. 1, May 2025</b></p>
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Comprehensive, understandable and relevant across Canada, this work helps legal practitioners and human resources professionals grapple with a complicated array of accommodation issues in this rapidly developing area of law. This work pinpoints areas of concern and provides a thorough examination of all the information on accommodation you need in human rights and workers’ compensation law including: the concept of “undue hardship”; the responsibilities of employers, employees and trade unions in the process of fashioning accommodations; and the impact of the duty to accommodate on historical workplace rules. As well, this work includes extensive reference to case law from both the unionized and non-unionized sectors.

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**What's New in this Update:**

This release features updates to the legal memos in Appendix IF (Issues in Focus).

**Highlights:**

**Appendix IF—Issues in Focus**—Legal memos were updated on pregnancy discrimination, workplace investigations, the procedural component of the duty to accommodate, accommodating injured workers, accommodation of employees with chronic disabilities on a long-term basis, the potential discriminatory impact of a last chance agreement and the interplay between the doctrine of frustration and the duty to accommodate.