

# Summary of Contents

## **PART I. INTRODUCTION**

Chapter 1. Introduction

## **PART II. SOURCES AND APPLICABILITY OF THE DUTY TO ACCOMMODATE IN EMPLOYMENT**

Chapter 2. Overview of Part II

Chapter 3. Human Rights Legislation

Chapter 4. Employment under Human Rights Legislation

Chapter 5. Discrimination in Employment under Human Rights Legislation

Chapter 6. Prohibited Grounds of Discrimination under Human Rights Legislation

Chapter 7. Defences to Discrimination Claims under Human Rights Legislation

Chapter 8. Processing and Adjudication of Human Rights Issues

Chapter 9. Workers' Compensation Legislation

Chapter 10. Other Sources of the Duty to Accommodate

## **PART III. DISCHARGING THE DUTY TO ACCOMMODATE**

Chapter 11. Overview of Part III

Chapter 12. The Undue Hardship Standard

Chapter 13. Assessing Undue Hardship

Chapter 14. The Accommodation Process

## **PART IV. SPECIFIC DUTY TO ACCOMMODATE ISSUES**

Chapter 15. Overview of Part IV

Chapter 16. Hiring, Promotion and Probation

Chapter 17. Modified Tasks

## DUTY TO ACCOMMODATE IN EMPLOYMENT

- Chapter 18. Modified Hours, Shifts and Schedules
- Chapter 19. Absenteeism and Leaves of Absence
- Chapter 20. Transfers
- Chapter 21. Assistive Equipment or Devices
- Chapter 22. Modified Workplace and Environment
- Chapter 23. Child Care
- Chapter 24. Training
- Chapter 25. Dress Policies
- Chapter 26. Discipline and Counselling
- Chapter 27. Remuneration and Accommodation

### **Appendices**

Appendix IF. Issues in Focus

### **Appendix ND. New Developments**

- Appendix ND14. Recent Court, Arbitration and Human Rights Decisions January 2022 to December 2022
- Appendix ND13. Recent Court, Arbitration and Human Rights Decisions June 2021 to December 2021
- Appendix ND12. Recent Court, Arbitration and Human Rights Decisions January 2021—May 2021
- Appendix ND11. Recent Court, Arbitration and Human Rights Decisions July 2020—December 2020
- Appendix ND10. Recent Court, Arbitration and Human Rights Decisions Currency: January 2020—June 2020
- Appendix ND9. Recent Court, Arbitration and Human Rights Decisions July 2019—December 2019
- Appendix ND8. Recent Court, Arbitration and Human Rights Decisions Currency: February 2019—June 2019
- Appendix ND7. Recent Court, Arbitration and Human Rights Decisions Currency: July 2018 to February 26, 2019

SUMMARY OF CONTENTS

Appendix ND6. Recent Court, Arbitration and Human  
Rights Decisions Currency: July 2017 to  
July 2018

Appendix RA. Related Articles

Appendix SLL. Selected Legal Literature

Appendix WP. Words and Phrases

**Table of Added Cases**

**Table of Cases**

**Index**