

EDMONTON

ADMINISTRATIVE DIRECTIVE



TITLE

DUTY TO ACCOMMODATE DISABILITIES

NUMBER

A1126

DELEGATED AUTHORITY

**BYLAW 12005, CITY ADMINISTRATION
BYLAW 10(D)**

DEPARTMENT

CORPORATE SERVICES

STATEMENT

The City of Edmonton (“the City”) recognizes its legal duty to protect its employees with mental or physical disabilities from discrimination in employment by reasonable efforts to accommodate their disabilities to the point of undue hardship.

PURPOSE

Establish procedures for assessing the need to accommodate employees with disabilities within the workforce, and for implementing accommodation measures in conjunction with civic bargaining agents that accord with the Framework Agreement on the Duty to Accommodate entered into between the City and various unions representing City employees.

APPLICATION

PROCEDURE

This directive applies to all City departments reporting to the City Manager and all City employees whether full-time, part-time permanent, temporary, provisional or contract employees.

LEGISLATIVE AND ADMINISTRATIVE AUTHORITIES

Alberta Human Rights and Citizenship and Multiculturalism Act, R.S.A. 2000 c. H-14

Freedom of Information and Protection of Privacy Act, R.S.A. 2000 c. F-25

Framework Agreement on the Duty to Accommodate (entered into under the auspices of the City of Edmonton – Civic Union Working Relationship Agreement).

The provisions concerning discrimination in the various civic collective agreements.

Letters of Understanding regarding the grievance and expedited arbitration procedures to deal with duty to accommodate issues appended to the various collective agreements to which the City is a party.

APPROVED:

DATE: MARCH 8, 2007

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THE CITY OF
Edmonton