

Examples of Job Accommodations

| Situation | Accommodation | Cost to employer | Benefit |
|---|--|------------------|---|
| An employee with sleep apnea was persistently late for work. | The employer offered the employee a flexible work schedule so that they could arrive at work later. | \$0 | The employee is able to arrive at work on time. |
| An employee had a severe fear of confined spaces. They experienced panic attacks and significant workplace stress because their workstation was situated in a small area. | The employer moved the location of the employee's workstation to a more spacious area. | \$0 | The new location of the employee's workstation completely eases their fears. |
| An office worker with tendinitis experienced pain when doing their usual data entry duties. Unable to type due to their pain level, they began missing work. | One of the company's information technology employees wrote scripts for data the worker frequently entered, which limited the amount of typing they had to do. | \$100 | The employee's productivity has increased. They are absent less often and are more satisfied in their work. |
| An employee had post-traumatic stress disorder and a traumatic brain injury. This made them very sensitive to environmental noise. The employee was experiencing increased anxiety due to the noise level in their workplace. | The employer purchased headphones with white noise capability and noise reduction barriers for the employee. | \$350 | The employee and the supervisor are both pleased with the outcome. |
| An employee experienced progressive hearing loss and, as a result, was having difficulty communicating with customers. | The employer provided the employee with a headset amplifier. | \$500 | The company has retained a valuable, long-term employee. |
| An employee with a back injury was no longer able to lift the objects required in their job. | The employer offered the employee a different position within the organization. | \$500 | The employee's morale has increased. |
| An employee returned to work using a wheelchair after being in an accident. The employer was concerned about how to assist the employee to leave the building in the event of an emergency. | The employer bought an evacuation chair. | \$3,000 | The employer has improved the employee's safety during an emergency. |

Adapted from "The Employers' Toolkit" (The Conference Board of Canada)