



## POLICY STATEMENT

Policy Name	<b>Reasonable Accommodation</b>		
Policy #	<b>712</b>	Category	<b>Human Resources and Student Services</b>
Policy Sponsor	<b>AVP, Human Resources and AVP, Student Services</b>	Previous Revision Date	<b>January 29, 2016</b>
Policy Approved by	<b>President and CEO</b>	Issue or Revision Date	<b>November 1, 2024</b>
Procedures Approved by	<b>Employees - CFO and VP, Administrative Services Students – Provost and VP, Academic</b>	Review Date	<b>November 2029</b>

See the related **PROCEDURES**.

**712a Employees**

**712b Students**

### PURPOSE

The purpose of this policy is to articulate Saskatchewan Polytechnic's (Sask Polytech) commitment to achieving a learning and work environment free of discrimination and equitably distributing educational and employment opportunities.

Sask Polytech shall value a diverse and inclusive community by removing barriers to participation for underrepresented groups.

Sask Polytech is committed to providing reasonable accommodations to the point of undue hardship, based on any of the prohibited grounds as identified in *The Saskatchewan Human Rights Code, 2018*.

The process for determining reasonable accommodations shall be specific to each unique circumstance and will often involve collaboration between the individual and Sask Polytech.

### SCOPE

This policy applies to Sask Polytech students, applicants for admission to Sask Polytech academic programs or courses, Sask Polytech employees, volunteers, and Board members. Procedures for each target audience (students and employees) will have a separate document.

### GUIDING PRINCIPLES

This policy acknowledges that each person has a role to play in supporting reasonable accommodations within the institutional practices, processes, and services we provide.

Every student and employee of Sask Polytech is entitled to a learning and work environment that is free of discrimination.

Sask Polytech is committed to meeting its legal and ethical obligations as a post-secondary educational institution and an employer.

Sask Polytech is committed to leading an inclusive future through equity, diversity, inclusion, and reconciliation of our institution. Achieving an inclusive learning and work environment is a collective responsibility that enriches and benefits all aspects of our institutional culture and communities.

The entire Sask Polytech community shares the responsibility of establishing and maintaining respectful relationships.

Sask Polytech embraces the interconnectedness of individuals, communities and natural systems, and practices cultural reciprocity through *miyo wâhkôhtowin* (good relationships).

Sask Polytech is committed to actively removing barriers to participation of under-represented groups and fostering a learning and work environment that is responsive to student and employee needs.

Removing barriers to participation will not include lowering academic standards.

## **POLICY**

1. Sask Polytech seeks increased representation and diversity amongst students and employees.
2. Sask Polytech will meet its legal duty to accommodate through the provision of reasonable accommodation to the point of undue hardship for those who are disadvantaged by educational, employment, or governance related rules, standards, policies, or practices based on any of the prohibited grounds as identified in *The Saskatchewan Human Rights Code, 2018*.
3. Sask Polytech will educate members of the Sask Polytech community respecting:
  - The legal duty to accommodate;
  - The benefits of a work and learning environment in which discrimination is reduced through accommodating to the point of undue hardship the work and study needs of those who might otherwise be unable to have equal opportunity to engage in Sask Polytech's employment and learning opportunities; and
  - Their responsibilities in fulfilling the requirements of this Policy and its related Procedures.

## **DEFINITIONS**

### **Discrimination**

Discrimination is any act, behavior, or practice, which may be intentional or unintentional, that has the purpose or effect of imposing burdens, obligations, disadvantages, or preferences on a person or class of persons based on any of the prohibited grounds set out in *The Saskatchewan Human Rights Code, 2018*.

### **Duty to Accommodate**

The duty to accommodate refers to Sask Polytech's legal obligation in certain circumstances to address or correct situations involving discrimination by reasonably varying educational or employment rules, standards, policies, or practices to ensure individuals or groups protected under *The Saskatchewan Human Rights Code, 2018* are provided equal educational and employment opportunities.

The duty to accommodate is part of Sask Polytech's larger legal duty not to discriminate.

### **Prohibited Grounds**

The prohibited grounds of discrimination, as listed in *The Saskatchewan Human Rights Code, 2018*, are: religion, creed, marital status, family status, sex, sexual orientation, disability, age, colour, ancestry, nationality, place of origin, race or perceived race, receipt of public assistance, and gender identity.

## **Undue Hardship**

The duty to accommodate extends only to the point of undue hardship. Decisions regarding undue hardship shall be made at the institutional level and will be institutional decisions.

### **RELATED POLICIES/DOCUMENTS**

Reasonable Accommodation Policy 712  
Education and Employment Equity 705  
Harassment Prevention and Response Policy 601  
Admissions Policy 1217

### **APPLICABLE LEGISLATION OR REGULATIONS**

*The Health Information Protection Act (HIPA)*  
*The Local Authority Freedom of Information and Protection of Privacy Act (LA FOIP)*  
*Personal Information Protection and Electronic Documents Act (PIPEDA)*  
*The Saskatchewan Human Rights Code, 2018*  
*The Saskatchewan Employment Act*