Tool #2: Disabilities 101

Understanding Costs of Accommodations

Not every person with a disability needs an accommodation.

Changes in job duties or flexible scheduling are considered accommodations.

82% of all workplace accommodations are linked to work conditions.

Supported Employment Services are available to help employers make accommodations and to find funding to cover costs, such as for:

**PERSONAL SUPPORT**

These accommodations are often subsidized by government programs.
- Sign language interpreter, job coach, or personal assistant.

**EQUIPMENT**

There are many programs to cover most costs for equipment accommodations.
- Technical devices, communication aids, or ergonomic workstations.

**STRUCTURAL ACCOMMODATIONS**

These are most commonly funded, since they can often be the most expensive.
- Hand rails, ramps, widened doorways, or increased accessibility to common facilities.

Employers can benefit from the specific skills of qualified persons with disabilities without having to make extensive modifications to the physical workplace or the overall work environment.

**Canadian employers may qualify for funding to cover the costs of accommodations**

- Computer technology devices and software
- Low-vision assistive device
- Sit / Stand workstation
- Specialized chair
- Telephone amplifier
- Desk layout from right to left
- Articulated keyboard tray
- Ergonomic chair