

Asking for accommodations

If you have a **disability**, the law in Canada says you don't have to tell anyone. But sometimes it might make sense to **disclose** a disability. For example, you might want to disclose a disability when you need an **accommodation**.



A **disability** is a physical or mental issue that affects how people do some activities. Disabilities can make it hard or impossible to walk, see, hear, learn, or do other things.

Disclose means to tell other people about something personal or private.

An **accommodation** is something that makes it easier for you to live with your disability. Accommodations can include ramps, special lighting, and videos with captions.

Asking for accommodations at work

If you want to ask for accommodations at work, you can talk to:

- Your Human Resources (HR) department or manager, if your work has one
- Your supervisor

You don't have to tell them exactly what kind of disability you have. But telling them a bit about your disability might help your work find accommodations.

Your supervisor can't tell anyone else about your disability. You never have to tell your other co-workers about your disability if you don't want to.



Things to know about asking for accommodations

Here are some important things to know if you're asking for accommodations at work:

- **The law says your work has to give you accommodations for a disability.**

The accommodations can't cost too much or make your work less safe, though. To learn more about your rights at work, visit [Canadian Civil Liberties Association](#) and the [Government of Canada](#) websites.

- **You don't have to know what kind of accommodation you need.**

If something isn't working for you because of your disability, you and your work can decide together what will help you.

- **You might need a medical note to get an accommodation.**

Your work could ask for a doctor's note to prove that you need an accommodation.