

# Guide to Woodsworth's Accommodation Policy for Residents with Disabilities



2018

## What counts as a disability?

Disability is defined in Section 10 of the Human Rights Code as:

- Any degree of physical disability, infirmity, malformation or disfigurement that is caused by bodily injury, birth defect or illness and includes: diabetes, epilepsy, a brain injury, any degree of paralysis, amputation, lack of physical co-ordination, blindness or visual impediment, deafness or hearing impediment, muteness or speech impediment, or physical reliance on a guide dog or other animal or on a wheelchair or other remedial appliance or device
- A condition of mental disability or a developmental disability
- A learning disability, or a dysfunction in one or more of the processes involved in understanding or using symbols or spoken language
- A mental disorder
- An injury or disability for which benefits were claimed or received under the insurance plan established under the Workplace Safety and Insurance Act, 1997

## Further Information

- Woodsworth Co-op's Accommodation Policy for Residents with Disabilities (available at [www.woodsworthcoop.ca](http://www.woodsworthcoop.ca))
- Procedure for Woodsworth Co-op's Accommodation Policy for Residents with Disabilities (available at [www.woodsworthcoop.ca](http://www.woodsworthcoop.ca))
- The Ontario Human Rights Code (<http://www.ohrc.on.ca/en/ontario-human-rights-code>)
- Human Rights Tribunal of Ontario (<http://www.sjto.gov.on.ca/hrto/>)

## Acceptable documentation

You need to submit medical documentation from a regulated health care professional who is qualified to provide an opinion on a request for accommodation, such as:

- a medical doctor
- a psychologist
- a psychiatrist
- an occupational therapist
- a social worker

The manager may request, in writing, further information from health care professionals.

The Co-op will cover any additional costs in providing further medical documentation, if receipts are provided.

Your condition or disability does not need to be stated, just the necessary information to assess your needs for the accommodation requested.

Where an accommodation request is particularly complex, the co-op manager may consult with the Board of Directors before requesting additional information. The Board may in turn consult with a lawyer.

The identity of the accommodation seeker will remain confidential, with your name and unit number withheld.

*Document prepared by  
the Woodsworth Strategies for Staying Committee*