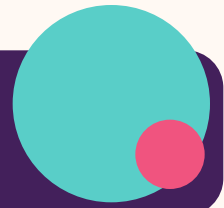


Workplace Support Options

IDEAS TO EXPLORE - NOT A ONE-SIZE-FITS-ALL LIST



Choose options that relate to the employee's functional needs, essential duties and workplace process.

TIME & SCHEDULING

- ☐ Flexible start or finish times
- ☐ Temporary reduced or modified hours
- ☐ Time for appointments or recovery
- ☐ Predictable scheduling where possible

LOCATION & ENVIRONMENT

- ☐ Remote or hybrid work where feasible
- ☐ Access to a private rest space
- ☐ Easier access to washrooms
- ☐ Temperature, lighting or noise adjustments

TASKS & EQUIPMENT

- ☐ Seating or ergonomic equipment
- ☐ Temporary changes to lifting or physical duties
- ☐ Reduced or modified travel
- ☐ Prioritizing essential tasks during a flare

COMMUNICATION & FOLLOW-UP

- ☐ One clear workplace contact
- ☐ Written summary of agreed steps
- ☐ A temporary trial period
- ☐ A scheduled date to review and adjust

Before deciding

- Ask what the person needs - do not assume.
- Focus on relevant limitations and essential duties.
- Protect privacy and use the appropriate HR or accommodation process.
- Review the plan because needs may change over time.