

The Public Service Alliance of Canada believes in the right of persons with disabilities to live and work in society with dignity, autonomy and equality.

How do I join PSAC North Regional Access Committee?

All PSAC members in good standing who self-identify as a member with a disability are encouraged to participate.

For more information:



PSAC North Regional Access Committee

4910-53rd Street, Suite 201
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Email yeladmin@psac.com

A disability is only one aspect of a person and should not be used to define the person or limit his/her full participation in employment, society and the union.

Frequent Contacts

- www.psnorth.com
- <https://psacnorth.com/our-organization/access-committee/>
- Yukon Employees' Union: <https://www.yeu.ca/>
- Union of Northern Workers: <http://www.unw.ca/>
- Nunavut Employees' Union: <https://www.neu.ca/>
- Northern Territories Federation of Labour: <https://ntfl.ca/>
- Yukon Federation of Labour: <https://www.yukonfed.com/>

PSAC North Regional Access Committees

Celebrating Ability



What is PSAC North Regional Access Committee?

The PSAC North Regional Access Committee is a PSAC constitutionally chartered committee open to PSAC members in the Northwest Territories who self-identify with a disability – visible or not. It is a democratic forum, funded by union dues, where members can meet, identify and discuss issues and strategize to take action (whether it is changes within the union, in the workplace or the community).

Objectives of the Committee

- ❖ Facilitate change in the Union
- ❖ Raise awareness
- ❖ Educate
- ❖ Disability Rights

Structure of the Committee

Access Committee works on a structure of consensus decision making and sharing of responsibilities. It currently has a Chair, Secretary and Treasurer.



Issues facing Members with Disabilities:

- ❖ Equality
- ❖ Respectful Workplace Environment
- ❖ Under-representation in the workplace
- ❖ Employment Equity
- ❖ Discrimination

Do you have a disability and need an accommodation but don't know where to start?

Persons with disabilities face many kinds of barriers on a daily basis. These can be physical, attitudinal or systemic.

There is a positive obligation on employers to identify and remove barriers in the workplace.

The **duty to accommodate** requires employers to proactively identify and eliminate rules, policies, practices and standards that have a discriminatory impact. **Accommodation** means reviewing and revising the rule, policy, practice or standard to incorporate alternative arrangements that eliminate discriminatory barriers.

As well, the employers are required to accommodate individual requests by doing the following:

- Explore options for removing those barriers that might affect the person requesting accommodation
- Provide reasonable accommodation **to the point of undue hardship**

Involve your union representative in the process from the beginning.

HUMAN RIGHTS ARE WORKERS' RIGHTS