

## Accommodation and Return to Work Planning and Follow-Up

The University of Guelph is committed to the implementation of early intervention for those employees with disabilities upon entering the University's workforce and employees who experience occupational and non-occupational illness or disability while in the workforce.

There are four accommodation partnership programs developed to promote a collaborative approach in assisting employees to enter the workforce, remain at work, or return to work in an early and safe manner:

- [Accommodation Partnership Program \(APP\) \(general\)](#) [1]
- [APP - UGFA](#) [2]
- [APP - UGFA Unit 2](#) [3]
- [APP - CUPE 3913](#) [4]

For additional information regarding pursuing an accommodation, please see the following categories:

- **Physical or Cognitive Accommodations:** Please have the [Functional Capacity Form](#) [5] completed by your medical treatment provider, outlining your specific functional abilities and limitations and the length of the required accommodation.
- **Pregnant Worker Accommodations:** Please see the [Pregnancy Protocol](#) [6] for additional information.
- **Support Animals:** Please review the [Animals on Campus Protocol](#) [7], and the [Animals on Campus Procedures](#) [8] and have the [Employee Request for Accommodation with Support Animal](#) [9] completed by your medical treatment provider.

If you require accommodations at work please have the appropriate [form\(s\)](#) [10] completed, and forward to Occupational Health and Wellness (OHW) by fax 519-780-1796 or upload to the [OHW Secure Drive](#) [11]. You may also contact the Rehabilitation Specialist to discuss opportunities at 519-824-4120 ext. 54283.

**Source URL:** <https://www.uoguelph.ca/hr/about-hr/occupational-health-and-wellness-ohw/accommodation-and-return-work-planning-and-follow>

### Links

[1] [https://www.uoguelph.ca/hr/system/files/Accommodation%20Partnership%20Program%20for%20Employees%202007\\_AODA.pdf](https://www.uoguelph.ca/hr/system/files/Accommodation%20Partnership%20Program%20for%20Employees%202007_AODA.pdf)

[2] [https://www.uoguelph.ca/hr/system/files/Final\\_Accommodation\\_Partnership\\_Program%20-%202011\\_AODA.pdf](https://www.uoguelph.ca/hr/system/files/Final_Accommodation_Partnership_Program%20-%202011_AODA.pdf)

[3] [https://www.uoguelph.ca/hr/system/files/UGFA-2%20Accommodation%20Partnership%20Agreement%20-%20June%2020%202017\\_AODA.pdf](https://www.uoguelph.ca/hr/system/files/UGFA-2%20Accommodation%20Partnership%20Agreement%20-%20June%2020%202017_AODA.pdf)

[4] <https://www.uoguelph.ca/facultyrelations/tas-sessionals/accommodation-partnership>

[5] [https://www.uoguelph.ca/hr/system/files/Functional%20Capacity%20Form%20-%20Updated%20Feb\\_2022\\_AODA\\_0.pdf](https://www.uoguelph.ca/hr/system/files/Functional%20Capacity%20Form%20-%20Updated%20Feb_2022_AODA_0.pdf)

[6] <https://www.uoguelph.ca/hr/occupational-health-surveillance-2>

[7] <https://www.uoguelph.ca/hr/about-hr/occupational-health-and-wellness-ohw/ohw-policies/911-animals-campus-protocol>

[8] <https://www.uoguelph.ca/hr/sites/default/files/Animals-On-Campus-Procedures.pdf>

[9] <https://www.uoguelph.ca/hr/system/files/Employee%20Request%20for%20Accommodation%20with%20%20Support%20Animal%20updated%2006.24.2022.pdf>

[10] <https://www.uoguelph.ca/hr/about-hr/occupational-health-and-wellness-ohw/ohw-forms-and-documents>

[11] [https://uoguelphca-my.sharepoint.com/personal/ohw\\_uoguelph\\_ca/\\_layouts/15/onedrive.aspx?p=26&originalPath=aHR0cHM6Ly91b2d1ZWxwaGNhLW15LnNoYXJlcG9pbmQuY29tLzpmOi9nL3BlcnNvbmFsL29od191b2d1ZWxwaF9jYS9FbHc4aEp0SmIYdFBxSk1TaWdOd0RYWUI4d3pVdINRd016T3I0ZDg5ODM1dUZn&originalPath=aHR0c](https://uoguelphca-my.sharepoint.com/personal/ohw_uoguelph_ca/_layouts/15/onedrive.aspx?p=26&originalPath=aHR0cHM6Ly91b2d1ZWxwaGNhLW15LnNoYXJlcG9pbmQuY29tLzpmOi9nL3BlcnNvbmFsL29od191b2d1ZWxwaF9jYS9FbHc4aEp0SmIYdFBxSk1TaWdOd0RYWUI4d3pVdINRd016T3I0ZDg5ODM1dUZn&originalPath=aHR0c)

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