

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]

As required, the University will accommodate pregnant or nursing employees. Please see the pregnancy protocol for more information.

- [Pregnancy Protocol](#) [5]

For more information on accommodation with a Support Animal, please refer to the [Animals on Campus Protocol](#) [6], the [Animals on Campus Procedures](#) [7], and the associated [form\(s\)](#). [8]

If you require accommodations at work please have the appropriate [form\(s\)](#) [8] completed, and forward to Occupational Health and Wellness (OHW) by fax 519-780-1796 or [email](#) [9]. You may also contact the Rehabilitation Specialist to discuss opportunities at 519-824-4120 ext. 54283.

Source URL: <https://www.uoguelph.ca/hr/accommodation-and-return-work-planning-and-follow>

Links

[1] <https://www.uoguelph.ca/hr/system/files/Accommodation%20Partnership%20Program%20for%20Employees%202007.pdf>

[2] https://www.uoguelph.ca/hr/system/files/Final_Accommodation_Partnership_Program%20-%202011.pdf

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

[4] http://www.uoguelph.ca/vpacademic/documents/CUPE-3913-Accommodation_Partnership_Program-2012.pdf

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

[6] <https://www.uoguelph.ca/hr/911-animals-campus-protocol>

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

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

[9] <mailto:ohw@uoguelph.ca?subject=Accommodations>