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 [2] https://www.uoguelph.ca/hr/system/files/Final_Accommodation_Partnership_Program%20-%202011_AODA_0%20UGFA.pdf [3] 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/05.30.2025%20-%20Functional%20Capacity%20Form%20_AODA.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/system/files/06.02.2025%20-%20Animals-On-Campus-Procedures.pdf [9] https://www.uoguelph.ca/hr/system/files/05.30.2025%20-%20Employee%20Request%20for%20Accommodation%20with%20%20Support%20Animal.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&s=aHR0cHM6Ly91b2d1ZWxwaGNhLW15LnNoYXJlcG9pbnQuY29tLzpmOi9nL3BlcnNvbmFsL29od191b2d1ZWxwaF9jYS9FbHc4aEp0SmlYdFBxSk1TaWdOd0RYWUI4d3pVdlNRd016T3I0ZDg5ODM1dUZn&am

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