



Accommodation Policy for ACSLPA Regulated Members with Disabilities

Policy:

The Alberta College of Speech-Language Pathologists and Audiologists (ACSLPA) will aim to accommodate any regulated member with a professional diagnosis of a physical and/or mental disability in respect of any CCP process.

This policy is consistent with the [Alberta Human Rights Act \(2000\)](#), and the [Duty to Accommodate](#) as outlined by the Alberta Human Rights Commission (2020).

Principles:

This policy is based on the following principles:

1. Accommodation is based on co-operation and collaboration between the regulated member and the College. All parties will work together to develop an accommodation plan that takes into consideration the regulated member's unique needs.
2. Accommodation plans will be developed and implemented in a manner that respects the dignity of the regulated member.
3. Accommodation will take into consideration matters of privacy, confidentiality, and autonomy of the regulated member.
4. Accommodation will be provided up to a point of undue hardship for the College.
5. Accommodation is a dynamic process that may change over time, as the regulated member's circumstances change. Accommodation plans may be reviewed or revised, as necessary.

Process:

- Regulated members requiring accommodation should contact their relevant Practice Advisor by phone or email to identify:
 - The CCP process for which an accommodation is required,
 - The reason for the accommodation request, and
 - Any specific accommodation that is being requested.

Regulated members are asked to contact the College as soon as they are aware that an accommodation for a CCP process is required, or at least 15 days before the deadline of the CCP process for which they need an accommodation.

Contact Information:

Audiology Practice Advisor	Cheryl Blair	audiology@acslpa.ca 780-944-1609 ext. # 108
Speech-Language Pathology Practice Advisor	Sharia Ali	slp@acslpa.ca 780-944-1609 ext. # 105

- The College Practice Advisor will listen to the regulated member and discuss the accommodation requested. The member may be required to provide supporting documentation from a qualified health professional to support their request for an accommodation. Only medical information relevant to the accommodation will be requested.
- An accommodation plan will be developed which will detail:
 - The regulated member’s name,
 - The CCP process(es) for which the accommodation applies,
 - The identified accommodation to help the regulated member complete the CCP process(es), and
 - The timeframe for review of the accommodation plan.
- The regulated member’s accommodation plan will remain confidential to the greatest degree possible.

Glossary:

Physical Disability	Any degree of physical disability, infirmity, malformation, or disfigurement that is caused by bodily injury, birth defect or illness (Alberta Human Rights Act, 2000).
Mental Disability	Any mental disorder, developmental disorder or learning disorder, regardless of the cause or duration of the disorder (Alberta Human Rights Act, 2000).
Undue Hardship	Occurs if accommodation would create significantly onerous conditions for an employer or service provider, for example, intolerable financial costs or serious disruption to business (Alberta Human Rights Commission , 2021).

ACSLPA would like to acknowledge the [Accommodations Policy Respecting Members and Applicants with Disabilities](#) developed by the College of Audiologists and Speech-Language Pathologists of Ontario, a key source document that was used as a foundation for this policy.