

New Resources for Managing Arthritis at Work


By the Arthritis Society

Many readers will be familiar with the online learning resources (arthritis.ca/support-education/online-learning) the Arthritis Society makes available to help your patients better understand and self-manage their condition and symptoms in between rheumatologist appointments.

We have recently added some new resources to our online library to help address another key aspect of living with arthritis: Arthritis and Work (arthritis.ca/support-education/arthritis-and-work). Advised by experts from the Institute of Work and Health and supported by the Ontario Ministry of Seniors and Accessibility's EnAbling Change Program, our new resources include:

- **FOR EMPLOYEES:** A video and podcast to help workers understand their rights and how to communicate their needs to their employers.
- **FOR EMPLOYERS:** A PDF guide to Employment Standards, and accompanying video and podcast to help employers better understand their employees' needs and recognize the benefits of accommodating those needs for their shared success.

These resources supplement our existing workplace tools such as our Arthritis and Work learning module, Joint Matters at Work checklists and more to keep your patients



EMPLOYMENT STANDARD

Under the Accessibility for Ontarians with Disabilities Act (AODA), 2005

As an employer, it is important to know that legislation is in place to promote accessible employment practices for all employees. This resource helps you understand your obligations under the AODA Employment Standard. Organizations that invest in accessible practices report better job retention, higher attendance, lower turnover, enhanced job performance and work quality, better safety records, stronger competitive capabilities and greater customer loyalty.

What is the AODA?

The Accessibility for Ontarians with Disabilities Act, 2005 or AODA, aims to identify, remove, and prevent barriers for people with disabilities in Ontario. The AODA applies to all public sector organizations, non-profits, and businesses with one or more employees (full-time, part-time, seasonal, or contract). The AODA and the Ontario Human Rights Code (the Code) work together to promote equality and accessibility.

What should you do?

In order to comply with the AODA Employment Standard, you must ensure:

- 1 **An accessible recruitment process.** In your hiring process, you need to notify potential applicants that accommodations for individuals with disabilities are available on request. You could include this in the job posting, on your website and in offers of employment.

healthy and contributing to the success of their families and communities through productive work.

You can find our full suite of workplace resources at www.arthritis.ca/work. We encourage you to pass the link along to any of your patients who are of working age.

ECHO Rheumatology

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