



Hamilton Police Service Board

Employment Accommodation

for People with a Disability

Policy

P-031

Effective date: November 27, 2025

Reviewed:

Amended:

Applicable Legislation

Community Safety and Policing Act, 2019, S.O. 2019, c.1, Sched.1 (the Act) s(38) (2) – a Police Service Board may establish policies respecting matters related to the Police Service or the provision of policing.

Policy Statement

The Hamilton Police Service Board (Board) fosters and supports a work environment in which its legal and moral responsibility to accommodate people with a disability can be achieved in a sensitive and caring manner. Accommodation needs must be addressed in ways that respect the dignity and worth of the individual and in a manner that allows employees with a disability to maximize their contribution in the workplace and allows applicants with a disability to maximize their ability to compete for jobs in an equitable manner.

Policy Application

It is the policy of the Board that accommodation needs will be addressed thoroughly and on an individual basis. Accommodations will be provided for all employment activities, including recruitment and selection, duties and requirements of the job, and training and career development opportunities. Accommodation will address the known employment needs of individuals and their current employment limitations, except when future limitations are known and can be effectively accommodated. Accommodation will include and integrate people with disabilities in all employment activities, whenever

possible. Accommodation needs will be addressed in a manner that is consistent with responsible financial management.

The Chief of Police shall develop procedures, practices and policies that ensure accommodations are made available to prospective as well as current members of the Hamilton Police Service as per the Board's direction noted in this policy.

Reporting

The Director of Human Resources shall submit an annual report to the Chief and Board on accommodation and related human resources issues that shall include the Director's review of the impact and effectiveness of existing directives, practices, procedures and policies on these matters. The report shall include an overview of accommodations for hiring and recruitment processes.

The Chief of Police shall report back to the Board on all written decisions of the courts, arbitrators or hearing officers of its members related to accommodation and return to work matters. These matters shall be reported to the Board no later than 45 days after the Service is in receipt of the decisions.