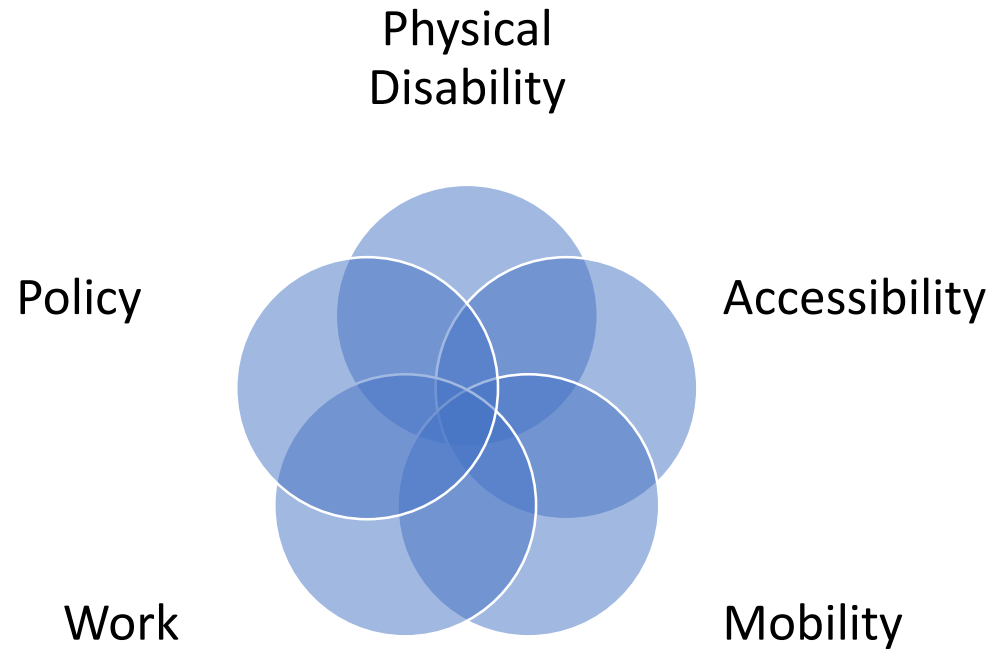


# Accommodating Injured Mobile Workers: Are They Visible in the Literature?

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How do existing disability policies and programs influence the engagement of people with physical disabilities in work mobility?



Workplace accommodations: adaptations in the work environment that enable workers with disabilities to do their jobs productively and to have equal opportunity for advancement

Employers have a duty to accommodate workers with disabilities, up to the point of undue hardship.



# Workplace Accommodations

1. Physical barrier and accessibility accommodations
2. Work flexibility and worker autonomy accommodations
  1. Accessible parking
  2. Supported commute
  3. Reducing need for travel
3. Workplace culture and inclusion accommodations

(Padkapayeva et al, 2017)



## Accommodations outside workplace:

- Getting to work is a private matter
- Undue hardship for employers



# Accommodation challenges for Injured Mobile Workers

## **Modified work and extended commutes**

*...I was only going down to work for two hours, well if I couldn't work he would tell me I could go sit in the back room there but he wasn't going to pay me. But I had to wait until somebody was able to drive me back, so I would putter around clean up you know, different things and I just tried to keep busy I didn't know what to do. Like I was pretty well stranded, I could get a ride there and then be told that I would have to wait 8 hours to come home and I am like only supposed to do two hours work. (Jason, ON, temp, back injury)*

# Accommodation challenges for Injured Mobile Workers

**What spaces are “workplaces”?**

How do workplace accommodations play out in the context of employer-provided housing?

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