

CREATING AN INCLUSIVE WORKPLACE

For People Living with Invisible Disabilities



Invisible disabilities, though not immediately apparent to the naked eye, are a significant part of the Canadian workforce. They encompass a wide range of health conditions, from chronic pain and mental health disorders to autoimmune diseases and sensory processing disorders.

1

Awareness and Training

Offer training to raise awareness of invisible disabilities and reduce stigma. Equip managers with the knowledge and skills needed to support affected employees.



Flexible Work Arrangements

Implement flexible work arrangements, such as remote work or adjusted hours, to accommodate variable symptoms and enable better work-life balance.

2

3

Accessibility

Ensure that the physical workspace and digital tools are accessible to all employees, including those with disabilities.



Accommodations

Establish a clear process for requesting accommodations and work closely with employees to determine reasonable solutions.

4

5

Mental Health Support

Promote mental health resources and support services to all employees, reducing the stigma surrounding mental health.



Inclusivity Policies

Develop inclusive workplace policies that emphasize equal opportunities for all employees, regardless of their abilities.

6