



Checklist for an accessible return to the workplace during or after an emergency or public health crisis

Health crises may create new barriers for persons with disabilities. To prepare a safe return to the workplace, employees and their managers must work together and consider the following:



Health and safety practices in the workplace are reviewed and updated



Work schedules make physical distancing possible

- Consider the particular situations of employees and unexpected changes to services such as para-transit.



Cleaning

- Arrange easy access to soap and water.
- Clean the workspace, shared spaces and equipment thoroughly at least twice a day.



Physical distancing

- Work with employees with disabilities for which physical distancing presents barriers to find solutions.



Workstations

- Workstations are separated by cubicle walls and cleaned at least twice a day.
- Clear dividers separate employees from clients.



Facemasks

- Facemasks add new barriers for persons with disabilities. If required, use masks with clear panels for lip-readers or other accessible equipment options.



Work-related travel

- Avoid non-essential travel. If travelling, ensure accommodations are still available.

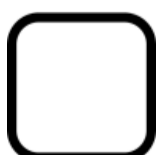


Employees know to stay home if they feel ill

- Reminders to stay home are posted and available in plain language and in alternate formats as needed.



New emergency procedures are communicated in an accessible way to employees



Conversations about mental health are a common practice

- Encourage employees to take care of their mental health, to take regular breaks and to consult health professionals when needed.

