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# Better Accommodation Project

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# Better Accommodation Project

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Working with nine partner departments and the Impact and Innovation Canada Unit at the Privy Council Office, the Deputy Minister Champion for Employees with Disabilities in the Federal Public Service launched the Better Accommodation Project in September 2024. The goal of the project is to drive transformative change in how federal employees with disabilities are accommodated across the public service. Although the federal public service works diligently to identify, prevent and remove workplace accessibility barriers, more can be done. Driven by evidence, behavioural science, shared learnings, input and engagement with employees, best practices, sludge audits and the testing of prototypes, the project identified ways to make improvements in accommodations for employees with disabilities.

The nine partner departments identified accommodations as a top priority in their accessibility plans, were committed to making improvements and agreed to dedicate resources to the project. All of the partners committed to learning from each other in real-time and to embed the “Nothing without us” principle.

# How the project is supporting federal organizations

Project proponents worked with public servants to create practical, evidence-based tools. Implementing these tools will help departments and agencies improve their accommodation services.

You can access all BAP tools:

- [Better Accommodation Project on GCpedia](#) (accessible only through the Government of Canada network)
- [Better Accommodation Project Index](#)

There are two main tools:

- **Toolkit for organizations:** This toolkit will help deputy heads and organizations review and strengthen their workplace accommodation services. It includes a roadmap and practical tools to support measurable organizational change, improve consistency and enhance the accommodation experience for employees with disabilities and their managers.
- **Toolkit for users:** The toolkit will guide employees and managers through every step of the accommodation process. It offers tips and tools to encourage respectful conversations and support timely and effective workplace accommodations.

## Our vision

The Better Accommodation Project promotes best-in-class accommodation services that:

- Reflect the social model of disability
- Are timely, consistent, inclusive, and responsive

- Give all federal employees with disabilities the support they need, no matter where they work

## Built on experience

We developed our tools based on:

- Previous government initiatives
- Extensive research
- Experiences of private sector and non-profits
- The lived experiences of people with disabilities
- Practical testing with public servants

These tools:

- Support the goals of the *Accessible Canada Act* and the Accessibility Strategy for the Public Service of Canada
- Help the federal public service lead by example and use resources effectively
- Should be incorporated in departmental accessibility plans



Watch on

▶ Better Accommodation Project - Transcript

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