

REPORT

[Name] | [ID]

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Definition of Harassment and Discrimination

The problem of discrimination in the workplace with respect to disability in psychological literature is not perceived as strongly as other forms of discrimination. The harassment is the situation in which a person is asked to do they are not comfortable in, by taking their undue advantage. This concept differs from the concept of equal treatment established in the Civil Rights Law (Colville, 1999). The inability to provide adequate housing, which has a reasonable cost, a qualified person with disabilities can be considered legal discrimination and, therefore, should be considered a form of discrimination.

The discrimination is the situation, in which a person is asked to do something, or a treatment is given to a person because of their different caste, ethnic group, social status, gender or other such factors. The discrimination is generally made in a ground of majority to the minority.

The harassment has no such boundary, and can happen in any situation.

Definition of the Duty to Accommodate Up to a Point of Undue Hardship

In accordance with human rights law, employers are obliged to meet the needs of workers with regard to prohibited discrimination and unjustified difficulties. It is often difficult for employers and their attorneys to assess hard work time.

The authorities point out that an overly difficult system requires some difficulties for the employer in its placement efforts and that excessive difficulties arise if the housing creates crippling conditions, such as unbearable financial costs or a serious interruption of its activities. In practice, it can be difficult to apply these principles with confidence. An assessment of whether unjustified difficulties have occurred is highly contextual, which

generates some uncertainty about how to apply it to a particular problem. The same placement can present unjustified difficulties for an employer, but not for another employer under different circumstances.

Organizations covered by the Code must adapt to unjustified deprivation. Housing should not be provided if it causes excessive or excessive difficulties. However, some difficulties are allowed.

The law establishes only three considerations to evaluate if housing will lead to excessive deprivation:

cost

External sources of financing, if any

Health and safety requirements, if applicable.

Other considerations cannot be considered as appropriate. For example, work discomfort, staff morale, third party preferences, etc. They do not constitute heavy considerations when evaluating whether housing is the cause of excessive difficulties.

In many cases, it will not be expensive to solve a person's mental health problem or drug addiction. The placement may involve more flexible policies, rules and requirements. While this may cause some administrative inconvenience, the inconvenience alone is not a factor in assessing unexplained difficulties.

To declare inadequate protection against difficulties, the housing organization is responsible for the test. Do not trust someone who has a disability to prove that life can be done without undue hardship.

Discussion on Relevant Factors Relating to Accommodation

Identify the problem Physical disability discrimination is based on the fact that people are treated in a fairer way because of their disability, such as a fractured leg, deaf or blind. People can be discriminated directly or indirectly. Unfair treatment means that a person with a disability is considered disadvantaged in society and does not have the same opportunity or option that a person with a disability enjoys in a situation such as employment, education and access to goods and services, and services. Personal experience of discrimination for physical reasons, but I found the story that customers reject the restaurant because the person in a wheelchair does not want the waiter to fix the table for the client. They are discriminated against because the waiter will not treat him like any other client and will serve them; the waiter does not want to provide services because he is out. Main points of view of the Christian churches. Christian views of churches about discrimination against people with disabilities are based on what is written in the Bible. Christians believe that everyone should be treated equally, regardless of whether the person is connected or not, as mentioned in the Bible in John 13:34, "what's new, what I gave you: I love each other that he loved you, that you also love each other in this way, that in this world there should not be a distinction, since each one has to be the other loves, because God loves us Paul's letter to Ephesians 2:14 because - ... our world, which has created two and the destruction of the barrier, the middle

wall of separation shows this verse that God destroyed the barriers (as the differences) and the wall of separation of hostility between people, so that people should be treated equally, and that they should be used to each other, and there should be no discrimination against a person to Euenbga all to be their disability on equal terms, regardless of their abilities.

someone is verbally abused, which means that We are causing harm to the human being, who created the image of God, this means that we offend those who love God, to whom Jesus gave his life. "the call of people with disabilities, like all people, to respond with faith in God, revealed in Christ, people with disabilities have gifts to help build the whole body of Christ, people with disabilities, Christ can work and gives testimony of oneself "(I included in - uniting the Church in New South Wales). This appointment of the Church Unit New South Wales, says that people with disabilities have different contributions to the community for us, and They put something else for Christ, their disability helps Christ to work and witness for myself and make his own contribution to people who are not annulled, so they must be treated equally.

Discussion on Employment Equity

Disputes over the impartiality of employment in all its innumerable forms are one of the most logical arguments of our time. It is almost impossible to find a person who has no opinion on the subject, and most of the time, this opinion is issued strictly. When setting an opinion on a controversial topic, such as the use of capital, it is difficult to separate feelings of self-interest for the problem that is, does the government dictate the practice of hiring private companies? In our opinion, equity in work is to try to open opportunities that were Caucasian, men, women, minorities, indigenous peoples and people with disabilities through aggressive hiring. What is equity in employment? This is the term applied to the Canadian program to achieve a balanced and integrated workforce that reflects the diversity of our society, and

includes equal opportunities and equality of results. Include the same work eliminating barriers to work in four categories, "that is, women, indigenous people, persons with disabilities, and members of the prominent minority group, whether classified as affirmative actions or compensatory preferences or preferential policies, Employment equality programs around the world are basically preferential policies approved by the State for groups designated by the government systems. Investment Justice Law of Canada. In Canada, it embodies the preferential policy to ensure equality in employment approved by the government in federal legislation, entitled "the law of equality in employment." the government of Canada has established the law of an equal share in October 1986 was revised in 1996 to even try to play in the field to The objective of the State of this work is "to achieve equality in the workplace, in order not to deprive whoever of opportunities or benefits due to its association with the employment capacity, in order to achieve goal, to alleviate the employment deficiencies experienced by women, indigenous people, which are due to their race, minority colour clear in Canada, apply The principle of equality in employment means more than the treatment of people in the same situation, but also "officially require and put measures of difference. The Employment Equality Act of 1996 (complete law at the end of the law) Private and public employers are subject to the federal jurisdiction of 100 or more employees for legislation. Nearly 900,000 employees or approximately 8 percent of the Canadian workforce.

Recommendation

From the analysis of the situation, we can say that the case is of undue hardship up to a point. The situation here has been analysed, and it can be seen that the student would not have any issue in accepting a help in the class. There is no case of harassment here, as the student has not been asked to do something which would have any physical or mental problem with

them. However, the discrimination case can be clearly seen against the teacher, if they are asked to shave or any other such accommodations.

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