

Firing for Alcohol Violation without Asking about Dependency = Discrimination



This case is about a social welfare worker serving in a distant, isolated rural community of the Northwest Territories where alcohol was banned who got fired from her probationary job after the RCMP confiscated a package directed to her containing beer, wine and hard liquor. The question: Did the employer commit disability discrimination by firing her without first asking if she had an alcohol dependency requiring accommodation? The arbitrator said yes. Normally, employees are supposed to come forward and seek help for their dependencies to activate the accommodations process.