

Is Not Providing Ergonomic Office Furniture Disability Discrimination?



A union office worker with head, neck and shoulder problems claimed that her ex-employer discriminated by refusing to get her ergonomic office furniture. We didn't know the furniture request was related to her disability, the union claimed, and as soon as we found out about we initiated the accommodations process but she refused to participate. The Human Rights Tribunal refused to dismiss the case, finding that a trial was necessary to determine what the union knew and when it knew it [*Mogado v. Unite Here, Local 40*, 2018 BCHRT 176 (CanLII), July 27, 2018].