

# Visually-Challenged Worker Fired in Part Due to Disability



A worker who was severely myopic and colour blind requested several accommodations, including special lighting, changes to the computer and a magnifying glass, to let him meet various job requirements. The employer implemented the accommodations but fired the worker just over two months later. He sued for disability discrimination. The Tribunal explained that to be discrimination, a disability must only be one of the factors in a worker's termination—it doesn't have to be the only or main reason. Here, the employer fired the worker in part for behaviours related to his attempts to get accommodations for his disabilities and to deal with what he believed to be disability-related harassment. Thus, the employer was liable for disability discrimination [*Honda of Canada Mfg. v. Proper*, [2014] HRT0 45 (CanLII), Jan. 13, 2014].