

## Accommodation Policy for the Nova Scotia Skills Competition

# Accommodation Policy

### DEFINITIONS

#### Accommodation

An accommodation means any variance to the standard competition procedure intended to remove a specific hindrance to hosting an equitable competition for all competitors. These variances must not compromise the safety, integrity and validity of the competition. Often, these variances may stem from a competitor's disability.

#### Disability

Disability means "physical disability or mental disability" as defined in s. 3(l) of the Nova Scotia Human Rights Act. A disability may be long-term, short-term, or recurring.

#### Undue Hardship

Undue hardship means adjustments to competition structure (time/deliverables/skill level) and/or adjustments to policy or built environment which would be prohibitively costly to Skills Canada – Nova Scotia (SCNS) in terms of resources or would create health or safety risks.

### POLICY

This Accommodation Policy applies to all competitions administered by Skills Canada - Nova Scotia (SCNS). SCNS is committed to providing equitable access to its skills competitions and complies with relevant accessibility laws, including Nova Scotia's Accessibility Act and the Accessible Canada Act.

The purpose of an accommodation is to provide competitors with equitable access to demonstrate their knowledge and/or skill proficiency as assessed by the competition. The purpose of accommodations is not to assure improved performance, a winning score, placement, or other specific outcomes.

Competitors will be required to provide information on their disability and the accommodations necessary to ensure an equitable competition. The information provided may be seen by the competitor, judges/PTC members, competition staff, and others involved in the process of documenting a request for accommodations. The information provided will be used only to assist SCNS in making a fair determination as to the competitor's circumstances and request for accommodation. In accordance with best practices in maintaining privacy, the approval process will include as few people as necessary. The information provided will be kept strictly confidential.

Accommodations are individualized and will be considered on a case-by-case basis. SCNS does not require a diagnosis. It does, however, require evidence that an individual's disability is such that it creates a barrier to their participation in an SCNS competition. A competitor must submit a new request for accommodation for each competition due to the fact that every competition is unique and may require different accommodation(s).

The goal of SCNS is to work with competitors to ensure equitable access for all unless the accommodation would cause undue hardship. The SCNS Accessibility Services Manager will engage with competitors and the Provincial Technical Committee to find a solution which maintains the integrity of the competition and eliminates barriers for the competitor. Competitors are encouraged to identify accommodations early and participate in the process. Upon completion of those consultations, the Accessibility Services Manager will provide the Executive Director with a recommendation on if an accommodation can be made and the proposed accommodation. The Executive Director will sign off on the final decision to approve or deny any requests for accommodations prior to the competition.





Additional information on the procedures regarding the requests and review of requests for accommodations can be found here: [https://www.skillsns.ca/wp-content/uploads/2022/02/AS\\_guideline\\_flowchart.pdf](https://www.skillsns.ca/wp-content/uploads/2022/02/AS_guideline_flowchart.pdf)

