

# Bereavement Leave Policy



Human rights laws require employers to not only prevent discrimination but make accommodations for employees' disabilities, religious preferences and family status. Accommodations must be reasonable up to the point of undue hardship. Exactly what accommodations are and are not required?

The only blanket rule is that there are no blanket rules. Accommodations must be determined based on the employee's individual needs and unique circumstances of the situation. What's required, then, is not just a set of principles but a procedure for requesting and evaluating accommodations in accordance with those principles.