

Employer Harassed Injured Worker on Modified Duty Work



The Alberta Human Rights Commission ruled that an apprentice pipefitter suffered disability discrimination and harassment while attempting to return to modified work after injuring his arm and elbow on the job. The court upheld the ruling, citing evidence that the company subjected the apprentice to a series of unwarranted or disproportionate discipline—including a 5-day suspension for missing a safety meeting, assigned him demeaning work and portrayed him negatively in its safety video [[Pillar Resource Services Inc. v. Hough](#), 2022 ABKB 610 (CanLII), September 15, 2022].

Action Point: Implement a legally sound [return to work policy](#)