

# Ontario Calls on Employers to Prevent Discrimination Against Addicts



Sept.: The Ontario Human Rights Commission report on discrimination against individuals with addictions and mental health problems calls on employers to:

- Adopt written policies on accommodating “psychosocial disabilities”
- Train employees and supervisors to recognize addictions and mental illnesses as disabilities protected from discrimination
- Consider such disabilities in performance review, discipline and termination
- Create special employment support programs for such individuals.

## **Manage Employees with Addictions without Committing Discrimination**

- [Drug & Alcohol Addictions at Work & the Legal Limits of Employee Testing](#)