



# Inclusive Workplaces

> our vision:

Employers take leadership roles in advancing the employment of working aged adults with intellectual disabilities in paid employment in the open labour market.



Prince Edward Island  
Association for  
Community Living  
**Diversity includes.**

**The PEI Association for  
Community Living**

902.393.3507

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Facebook: PEI Association  
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My daughter has been fully included in her school environment....I'm afraid about what will happen after high school... will she now be segregated?

I live in a rural area.... What options for employment does my son have?

Are there programs available that help local companies hire people with intellectual disabilities?

Will my daughter be forced to do unpaid work and be a volunteer for life?



To find out more information on Employment Opportunities for persons with intellectual disabilities, please contact us at (902) 393-3507 or visit our website at [www.peiacl.org](http://www.peiacl.org) or follow us on Facebook at PEI Association for Community Living.



# Work and Employment > article 27

1. States Parties recognize the right of persons with disabilities to work, on an equal basis with others; this includes the right to the opportunity to gain a living by work freely chosen or accepted in a labour market and work environment that is open, inclusive and accessible to persons with disabilities.

States Parties shall safeguard and promote the realization of the right to work, including for those who acquire a disability during the course of employment, by taking appropriate steps, including through legislation, to, inter alia:

- (a) Prohibit discrimination on the basis of disability with regard to all matters concerning all forms of employment, including conditions of recruitment, hiring and employment, continuance of employment, career advancement and safe and healthy working conditions;
- (b) Protect the rights of persons with disabilities, on an equal basis with others, to just and favourable conditions of work, including equal opportunities and equal remuneration for work of equal value, safe and healthy grievances;
- (c) Ensure that persons with disabilities are able to exercise their labour and trade union rights on an equal basis with others;
- (d) Enable persons with disabilities to have effective access to general technical and vocational guidance programmes, placement services and vocational and continuing training;
- (e) Promote employment opportunities and career advancement for persons with disabilities in the labour market, as well as assistance in finding, obtaining, maintaining and returning to employment;

- (f) Promote opportunities for self-employment, entrepreneurship, the development of cooperatives and starting one's own business;
- (g) Employ persons with disabilities in the public sector;
- (h) Promote the employment of persons with disabilities in the private sector through appropriate policies and measures, which may include affirmative action programmes, incentives and other measures;
- (i) Ensure that reasonable accommodation is provided to persons with disabilities in the workplace;
- (j) Promote the acquisition by persons with disabilities of work experience in the open labour market;
- (k) Promote vocational and professional rehabilitation, job retention and return-to-work programmes for persons with disabilities.

2. States Parties shall ensure that persons with disabilities are not held in slavery or in servitude, and are protected, on an equal basis with others, from forced or compulsory labour.

To view the entire United Nations Convention on the Rights of Persons with Disabilities (CRPD), please go to <http://www.un.org/esa/socdev/enable/rights/convtexte.htm>

## Canada

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