

MIDWIFERY REGULATORY COUNCIL OF NOVA SCOTIA

POLICY ON ACCOMMODATION OF APPLICANTS WITH PHYSICAL AND MENTAL DISABILITIES

The Midwifery Regulatory Council of Nova Scotia (MRCNS) will make reasonable efforts to accommodate applicants with special needs.

Request for Accommodation

- Requests for accommodations are to be made to the Registrar (in writing). A request for an accommodation must include:
 - the nature of the disability,
 - the type of accommodation being requested, and
 - where available, a description of what accommodations the applicant has received in the past.
- Depending on the nature of the disability and the type of accommodation being requested, the Registrar may request that the applicant provide additional evidence to support their request. Such additional evidence may include, but is not limited to, a formal medical diagnosis, or documentation from a health practitioner explaining the need for the accommodation being requested.

Types of Accommodation

- The Registrar is not required to provide the applicant with their preferred type of accommodation. In cases where the applicant's specific request cannot be accommodated, the Registrar will work with the applicant to determine a reasonable accommodation that will enable the applicant to overcome the discriminatory effect of the application process.
- If the requester and the MRCNS cannot agree on what type of accommodation is appropriate in any case, the Registrar will make a determination as to what accommodation, if any, is to be provided.
- Examples of accommodations that can be made include, but are not limited to:
 - assistance in completing application forms,
 - methods of communication that differ from the MRCNS regular process,
 - alternate times/locations for in-person meetings/interviews/hearings.
- The Registrar may decline to provide any accommodation when doing so would circumvent a bona fide occupational requirement.
- Notes related to the accommodation request are kept separate from other file materials in order to avoid inappropriate disclosure of personal health information.

Adopted by the MRCNS on April 18, 2019