

KNOW YOUR HUMAN RIGHTS

If you are unable to perform your regular duties due to your...

- **illness or injury**
- **physical disability**
- **mental disability**
- **religious beliefs**
- **gender (including pregnancy)**

...know that these are all protected grounds under Alberta Human Rights legislation. Other protected grounds include family status, race, age, and gender expression.

If so, your employer is required to work with you and your union to adjust your duties—this is called a workplace accommodation.

To discuss the accommodation process, contact your AUPE Membership Services Officer at 1-800-232-7284.