

Clinic to Community and Workplace Wellness



Clinic To Community

Clinic To Community® is a new referral program for individuals with a seizure disorder or a diagnosis of epilepsy.

The goals of the C2C® program are:

- Provide individuals and their family with information about seizures, seizure first aid and epilepsy
- Provide individuals and their family with a network of support services to help everyone in the family to live well with a diagnosis of epilepsy
- Reduce the burden of epilepsy on the family, the health care team and the Ontario economy.

Epilepsy South Central Ontario (SCO) provides a range of services that help to support people with epilepsy in the workplace. Some of the frequently asked questions regarding epilepsy and employment, are as follows:

FAQ

- Can I be fired because of my epilepsy?
- What are my rights if I am fired because of a seizure?
- What kind of accommodations should my employer make?
- How can I reassure a reluctant employer?
- What if I experience other workplace harassment or discrimination due to my seizures?
- What should I do if a seizure occurs in the presence of customers or clients?
- What jobs can I not do because of my epilepsy?
- Can an employer ask about epilepsy when I apply for a job?
- Can an employer refuse to hire me because I have epilepsy?

FACT: The Canadian Human Rights Code and the Ontario Human Rights Code both state that employers must accommodate people with disabilities unless the disability interferes with performing the essential duties of the job or such accommodation causes the employer "undue hardship."

Epilepsy SCO can help to alleviate employers' fears and assist workplaces to find solutions in accommodating the needs of an employee affected by seizures. Epilepsy SCO provides free training to help employers and colleagues learn how to respond to seizures in the workplace. Trained Epilepsy Educators will ensure staff and colleagues are educated on epilepsy and seizure first aid and answer any questions.

If you are a person living with epilepsy, a colleague or an employer, and would like answers to these questions, training or resources for your workplace; please visit www.clinictocommunity.ca for resources.