

**POLICY STATEMENT(S):**

1. The College will provide examination accommodation to applicants for registration with disabilities in accordance with the Human Right Code of British Columbia. The provision of this accommodation shall not lower the standards for entry to the profession and will not remove the need for appropriate evaluation.

**Responsibility of Applicant with Disability**

2. Every applicant who seeks examination accommodation due to his or her disability must:
  - (a) request accommodation and provide documentation to the College's Registration Committee from a medical doctor, psychologist or other health professional who has specific training, expertise and experience in the diagnosis of the condition(s) for which the accommodation is being requested;
  - (b) the professionals referred to in (a) must be appropriately certified or licensed to practice their professions;
  - (c) the documentation referred to in (a) should outline the nature of the disability, along with an explanation of the functional impact of the disability with respect to the examination(s). A diagnosis alone is not sufficient to support a request for an accommodation.
3. The applicant must submit the request for accommodation and the information required in section 2 to the Registration Committee in a timely manner in order to allow for consideration of the request and the arrangement of accommodations, if approved.
4. The documentation must be current although the Registration Committee may relax this requirement for applicants who have a stable condition, provided that no more than three years has elapsed between the time of the assessment and the date of the request for accommodation.
5. The applicant is responsible for any costs associated with providing the documentation referred to in section 2.

**Responsibilities of the College of Pharmacists of BC**

6. The Registration Committee will review a request for accommodation and documentation submitted in support of the request, and provide reasonable accommodation to an applicant with a disability, to the point of undue hardship.
7. It will treat the information obtained as confidential in accordance with the *Freedom Information and Protection of Privacy Act of British Columbia*.
8. The Registration Committee will not modify, in any way, the registration criteria set out in the Bylaws.
9. The Registration Committee will, if necessary, consult with the applicant to determine the range of accommodation options that are appropriate in the examination setting based on the functional impact of the disability on the applicant's ability to take the examination.

## **BACKGROUND:**

1. The College of Pharmacists of British Columbia (the “College”) recognizes its moral and legal obligation to provide opportunities to applicants for registration who have a mental or physical disability that impairs their ability to participate in the examinations required for registration. The College’s goal is to ensure fair and consistent treatment of all applicants for registration including applicants with a disability in accordance with their distinct needs, up to the point of undue hardship.

## **DEFINITIONS:**

### **Applicant:**

2. An applicant is a person who has applied for registration as a member of the College in the category of a full or limited pharmacist.

### **Disability:**

3. An applicant with a disability is a person who has been diagnosed by an appropriate professional as having a mental, physical or neurological impairment, a learning disorder or sensory impairment, any or all of which may be permanent or temporary and is/are likely to continue and may interfere with the applicant’s ability to take the examinations.

### **Reasonable examination accommodation:**

4. An examination accommodation is a modification of examination or evaluation procedures that mitigates the effect of an applicant’s disability on the examination and is designed to meet the particular needs of the applicant with a disability.