
Scenario 1

Read the scenario and answer the questions that follow.

Tyrell Johnson is a 33 year old African Nova Scotian man. Tyrell works at Mainland Events, where employees work with organizations, and corporations within Nova Scotia to plan events. Some employees work mainly out of the office picking up food, props, and setting up for the events. Most employees including Tyrell, work in an office setting speaking with clients, then creating and organizing the event plans. Tyrell is still new to this position, and has only been there four months.

Tyrell has Type 1 diabetes which requires him to take insulin and check his blood sugars throughout the day. During the work day, Tyrell requires three to four 10 minute breaks, in addition to his 30-minute lunch break, to accommodate his medical needs. Tyrell has discussed this with his manager and has gotten her approval. He has not discussed it with his team members.

Some of the team members have noticed his frequent breaks, and have been discussing it amongst themselves. Comments such as, “It must be nice to get paid to take so many breaks.” have been heard. Tyrell is aware of the discussions, and wants to arrange a meeting with his manager and his team members to explain the reason behind the frequent breaks.

Questions

- 1) Are the breaks a reasonable accommodation?
- 2) Does the employee owe their team an explanation of their breaks?
- 3) How do you think the team will react to the reason behind the breaks?
Will they be understanding or resentful - why or why not?
- 4) Should the employee be made to use their designated lunch time or breaks for the time they need off?
- 5) Would the breaks like this be covered under the Nova Scotia Human Rights Act, why or why not?