
Scenario 3

Read the scenario and answer the questions that follow.

Sky McNeil is a 33 year old White trans-woman, who goes by the pronouns, they/them/their. Sky 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 Sky, work in an office setting speaking with clients, then creating and organizing the event plans. Sky is still new to this position, and has only been there four months.

Sky is currently undergoing their transition journey from male to female, which requires them to give themselves hormone injections throughout the day, which can sometimes be quite painful, in preparation for surgery. During the work day, Sky requires three to four 10 minute breaks, in addition to their 30-minute lunch break, to accommodate their transitional needs. Sky has discussed this with their manager and has gotten her approval. They have not discussed it with their team members.

Some of the team members have noticed her 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. Sky is aware of the discussions, and wants to arrange a meeting with their manager and their 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?