

**Name:** Arfaz Hussain  
**Date:** September 20, 2024

1) "Persons with disabilities" means persons who have a long-term or recurring physical, mental, sensory, psychiatric, or learning impairment, and who a) consider themselves to be disadvantaged in employment by reason of that impairment, or b) believe that an employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that impairment, and includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace. Examples of what is considered a disability include, but are not limited to, the following impairments or issues relating to: Coordination or dexterity (difficulty using hands or arms); Mobility (difficulty moving around and may include severe back problems); Non-visible, physical conditions such as: heart problems, chronic pain, diabetes, epilepsy, asthma, glaucoma, and lupus; Hearing and visual; Speech, such as muteness; and difficulty speaking and being understood; Learning, such as: Dyslexia; Mental or psychiatric such as: depression and burn-out; A disability for which the employer provided an accommodation.

Based on this definition, do you identify as a person with a disability?

Yes ☐

No ☒

We welcome applications from all qualified job seekers. If you are a job seeker with a disability, please let us know adjustments can be made to help support you in delivering your best performance.

I do not have a disability, but I appreciate your commitment to supporting all candidates.

2) Do you self-identify as Indigenous (First Nations, Inuit or Metis) as permitted under Paragraph 42 of the BC Human Rights Code?

Yes ☐

No ☒