



Disability Awareness and Sensitisation

Suitable for: All businesses and organisations

Course / Workshop duration: 1 day

Course content and outcomes:

- Defining disability in the context of the workplace
 - Definition of disability: Code of Good Practice: Disability
 - Checking disability criteria: Examples
 - The prevalence of disability: statistics and trends
- Code of Good Practice and Technical Assistance Guidelines
 - Their purpose and inter-relationship with the EE Act
 - An analysis of their content and role in guiding the process
- The business rationale for strategically recruiting persons with disabilities
- Attracting, recruiting and retaining persons with disabilities
 - Removing the barriers and reasonable accommodation for people with disabilities
 - Removing barriers and building in accommodation in the job profiling phase
 - Removing barriers in the job advertising and interview phases
 - Removing bias and prejudice in the assessment / skills testing phase
 - Hiring the right person for the job
 - Probation / Conditional job offer
 - Sensitizing the organisation prior to placement
 - Training and career advancement for persons with disabilities
 - Retention of persons with disabilities through further reasonable accommodation
 - Health, safety and working environment
- Building a disability-confident business and delivering change: 6 building blocks
 - Building Block 1: Strategic benefits
 - Building Block 2: Commercial benefits
 - Building Block 3: Legal benefits
 - Building Block 4: Societal benefits
 - Building Block 5: Ethical benefits
 - Building Block 6: Professional benefits
- Disability Etiquette
 - Basic disability etiquette when interacting with any person who has a disability
 - Specific disability etiquette
 - People in wheelchairs or mobility devices or who have loss of limbs
 - People who are blind
 - People who are deaf or have a hearing loss
 - People with speech disabilities
 - People with other disabilities (e.g. cerebral palsy, multiple sclerosis, etc.)
- Confidentiality and disclosure of information

Contact us to register or arrange in-house training:

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