AWARENESS 4CHANGE

Co-funded by the Erasmus+ Programme of the European Union

Welcoming diversity in the workplace

A short guide

Module IV

C. Tools and strategies to fight discrimination in work context

What is disability discrimination?

When a person is treated unfairly or less well because of their disability, this is known as disability discrimination.

Types of disability discrimination

- direct discrimination
- indirect discrimination
- failure to make reasonable adjustments
- discrimination arising from disability
- harassment
- victimisation

Direct discrimination happens when someone treats a person worse than another person in a similar situation because of their disability.

Indirect discrimination takes place when an organisation's policy or manner of working has a negative impact on disabled persons in comparison to non-disabled people.

If an employer or organisation **fails to make a reasonable accommodation**, disabled people may face discrimination.

If a person is treated badly because of a consequence arising from a disability it means it’s a case of **discrimination arising from disability**.

Harassment takes place when someone is treated in a way that makes them feel humiliated offended or degraded.

Victimisation happens when someone is treated badly because they have made a complaint of discrimination under their rights.

Tools and strategies to fight against discrimination and WELCOME DIVERSITY

- ✓ Awareness against disability discrimination
- ✓ Collaborate with community groups
- ✓ Eliminate hiring biases
- ✓ Review training and policies
- ✓ Educate all employees about discrimination
- ✓ Set up processes to resolve discrimination issues
- ✓ Consider different communication channels
- ✓ Organise team-building exercises
- ✓ Provide soft skills training to managers and supervisors

D. Tools and strategies for job retention

Creating and maintaining an inclusive workplace that promotes and supports diversity is very important in retaining employees who acquire a disability (McAnaney and Wynne, 2016).

A great part of the existing employee programs, such as **orientation, career development, and mentoring programs**, can be adapted to increase retention rates of employees with disabilities.

D. Tools and strategies for job retention

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