

## CONCLUSION



*“ Finally, through the toolkit I am more informed and ready to incorporate people with disabilities ”*

# Chapter 13

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The definition of disability at the beginning of this toolkit constitutes the legal foundation of accessibility rights:

- It confirms the abandonment of the traditional “medical” definition of disability which focused exclusively on a person’s impairment
- It clearly establishes the “social” definition of disability which results from the interaction between people with impairments and attitudinal and environmental barriers, a notion that emerged in the later part of the 20th century
- It affirms that the full and effective participation of disabled people in society can only occur if those barriers are removed
- Accessibility rights, including to Information and Communication Technology, are established to ensure that people with disabilities enjoy a “full and effective participation in society on an equal basis with others” and become an integral part of human rights.

In general, reasonable accommodation is any change in the work environment or in the way things are customarily done that enables an individual with a disability to enjoy equal employment opportunities. There are three categories of reasonable accommodation:

- Modifications or adjustments to a job application process that enable a qualified applicant with a disability to be considered for the position such qualified applicant desires, or
- Modifications or adjustments to the work environment, or to the manner or circumstances under which the position held or desired is customarily performed, that enable a qualified individual with a disability to perform the essential functions of that position, or
- Modifications or adjustments that enable a covered entity’s employee with a disability to enjoy equal benefits and privileges of employment as are enjoyed by its other similarly situated employees without disabilities.

Reasonable accommodation is an attempt to deal with barriers that people with disabilities face. Some of the common barriers for people with emotional disabilities include:

- safety concerns (people with emotional problems feel at greater risk to mining accidents and criminal activity such as assaults, robberies, harassment),
- negative attitudes and expectations,
- prejudice, labelling and stigma, and
- lack of sensitivity to individual needs.

An employer’s duty to provide people with disabilities with reasonable accommodation is a fundamental requirement because of the nature of discrimination faced by people with disabilities. There is a need to build greater awareness and educate those involved in hiring to eradicate myths and stereotypes and create a culture of workplace opportunity for people with disabilities. This toolkit provides information and ways of reasonably accommodating people with disabilities in the workplace.