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SAMSKRUTI COLLEGE OF ENGINEERING AND TECHNOLOGY

(Sponsored by St. VINCENT EDUCATIONAL SOCIETY)

Regd. No. 5782/2000



(Approved by AICTE, New Delhi and Affiliated to JNTU, Hyderabad)

Kondapur Village, Ghatkesar Mandal, Medchal District (Old R.R. Dist) - 501 301. T.S

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FRIENDLY ENVIRONMENT FOR DISABLED PEOPLE

The college facility will provide friendly environment between students and Employer. It is our primary responsibility to ensure that students feel comfortable at the college that includes all students and employees, be they able or disabled. Unfortunately, many organizations around the world are not disability-friendly. This is usually not intentional rather it is an unconscious bias that most of us experience. An intentional bias against people who are disabled is a completely different problem, which we won't get into right now.

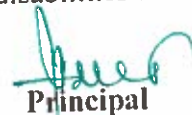
Many people with disabilities face problems landing in their dream jobs due to a lack of basic facilities at most workplaces. Not only are disability-friendly workplaces more inclusive, but they also diversity to an organization.

A company's culture should be inclusive of everyone, even the people with disabilities. However, when you don't know how to achieve that, it can be an intimidating prospect. This article shows you to build an all-inclusive culture and make your workplace disability-friendly as well.

Educate Yourself

When you hire employees with disabilities, it is important to focus on the challenges they face commonly. One of these challenges is, trying to fit into the regular work environment. It is important to not presume that you know all of their challenges. Most workplaces aren't designed for people with disabilities.

For example, most of the workplaces have cubicles as workstations for their staff, which cannot accommodate a wheelchair. It is challenging for employees with disabilities to move around


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easily or adjust the monitor screen to their visible level or even use the mouse. Another problem that they face is discrimination. Workplace discrimination can happen based on anything, but employees with disabilities become easy targets for some people. These are certain challenges that jump out at you straight away. However, the more you talk to employees, or even hire new ones, you will realize that there is a wide spectrum of challenges that many individuals face.

Form a Support Group

Having a support group for disabled employees allows you to discuss any issues during implementing an inclusive work environment and choose solutions from people who have first-hand knowledge of the issues that they face. Once you have established a disability-friendly workplace, this support group can also be responsible for taking care of resources that promote disability inclusiveness in your office. Additionally, they can also be responsible for training new employees about the disability friendly environment at the workplace. The next step is to get the right equipment. When we say equipment, you don't need to panic. You just have to design your office space to accommodate everyone. For example, having a parking space that can be easily accessible by employees with disabilities is one way to start. If your office has stairs, then fit a ramp along so that people with wheelchair also can use it without much of an issue.

Policy Revision

Revising company policy is one of the most vital things to do when you are implementing such a huge change in our college. You should revise your office policies related to workplace discrimination and add a policy which includes disabled employees. Disability laws vary from country to country and it would be cognizant to keep those in mind when revising your workplace as well. In addition to revising the policy to make it inclusive to all employees, the policy should also contain information about training programs, workshops and mentoring classes which are specifically oriented towards employees with disabilities. This article just skims the surface of making an organization disability-friendly. There is a lot of work and effort that goes towards making the workplace inclusive and this is an effort that will always be ongoing. However, it is an effort that reaps many benefits, such as improved engagement, enhanced diversity, and a welcoming public image. We hope that this step-by-step guide helps you set-up a disability friendly environment at your workplace. If you have suggestions about how to make the modern workplace more inclusive, leave us a comment with your thoughts below.