

Rick Williams
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Freenev Williams

Reasonable Accommodations and Employment

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Accommodations that enabled me to:

- ⦿ Have 30 year career in public service
- ⦿ Progress from typist to Regional Development Manager
- ⦿ Establish one of Europe's most successful commercial disability consultancies
- ⦿ Be a non-executive Director of UK regulator
- ⦿ Be member of the Judiciary and sit on disability benefit Tribunals

No accommodations would of meant:

- ⦿ No career and staying as a typist!
- ⦿ Being frustrated and depressed - needing significant support
- ⦿ Not paying tax - a lot of it!

No accommodations would have meant:

- ⦿ Not employing others
- ⦿ Not ensuring disability benefits are paid according to the law
- ⦿ Not being here today- physically and professionally

⦿ **I'm not exceptional**

⦿ **I had accommodations**

Purpose of reasonable accommodations:

- ⦿ Disabled employees to achieve the same work outputs and have the same equality of opportunities as non-disabled employees
- ⦿ Things to be done differently and level the playing field

Reasonable accommodations can include:

- ⦿ Modifying procedures and policies
- ⦿ Training and mentoring
- ⦿ Specialist equipment and software
- ⦿ Reader or interpreter
- ⦿ Support worker
- ⦿ Modifying the built environment

Reasonable accommodations can include:

- ⦿ Re-allocating some duties
- ⦿ Time off for medical appointments
- ⦿ Altering working hours
- ⦿ Assistance with travelling
- ⦿ Working from home

Considering what is 'reasonable'

- ⦿ Will it work?
- ⦿ Is it practical?
- ⦿ Direct and indirect costs
- ⦿ Availability of external resources – money and expertise
- ⦿ Will it disrupt others?
- ⦿ Health and safety implications

◎ **Don't be intimidated**

◎ **If not reasonable then it's not going to work for anyone**

◎ **Key is the organisation and context**

Barriers to making accommodations:

- ⦿ Organisational culture
- ⦿ Procedures and systems
- ⦿ Built environment
- ⦿ Attitudes

Myths about accommodations:

- ⦿ Expensive
- ⦿ Difficult
- ⦿ Specialist expertise needed
- ⦿ Not a Board priority
- ⦿ Health and safety risks

Business case:

- ⊙ Recruit from broader talent pool
- ⊙ Reduces staff turnover
- ⊙ Reduces costs of occupational health
- ⊙ Reduces staff absences
- ⊙ Improves staff morale
- ⊙ Improves understanding of customers leading to more customers

Business case:

- ⊙ Positive impact on image
- ⊙ Minimises legal risks
- ⊙ 1.48 Euros return on every 1 Euro spent
- ⊙ Increasing requirement of partner organisations
- ⊙ 1 in 3 people acquire disability between 50 and 65

Polish Statistics:

- ⦿ 72.6% non-disabled people in work
- ⦿ 37.8% disabled people in work

EU

- ⦿ 73.1% non-disabled people in work
- ⦿ 47.4% disabled people in work

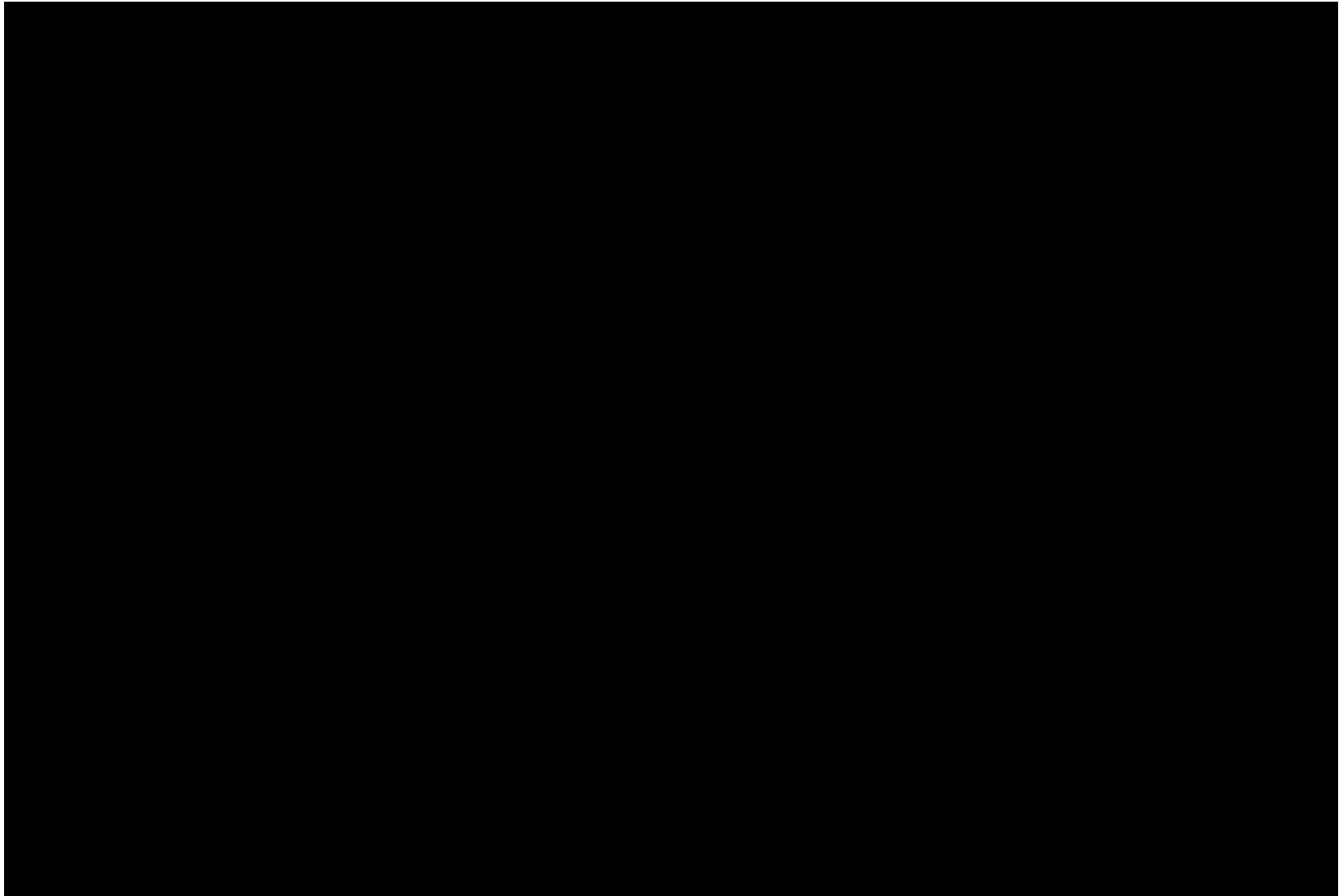
Making accommodations work:

Push



Pull

- ⦿ Engage senior team
- ⦿ Make someone responsible
- ⦿ Establish policy and procedures
- ⦿ Be flexible in achieving job outcomes
- ⦿ Shape attitudes
- ⦿ Challenge stereotyping and myths
- ⦿ Consider training needs
- ⦿ Shout about success!



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UK definition of disability:

‘A physical or mental impairment which has a substantial, long term adverse effect on a someone’s ability to carry out normal day-today activities’

Models of managing disability

⦿ **Charity**

⦿ **Medical**

⦿ **Social**