

What are Disabilities

Assignment 1

Total Marks: 30

Q:1: Objective Questions; (3)

- I. **When you are discussing an accommodation, it is helpful to have:**
 - a. A script
 - b. Practice at coaching conversations
 - c. A clear understanding of applicable legislation
 - d. All of the above
- II. **When planning gets underway for an accommodation, the following information is important:**
 - a. Are the limitations and restrictions for a particular job permanent or temporary
 - b. Is the condition mild, moderate, or severe
 - c. Is the individual asking for an accommodation
 - d. All of the above

iii. **What are the sensitive terms for the followings:**

Insensitive Term	Sensitive Term
Handicap	
The handicapped	
Crippled with	
Deaf and dumb	
Birth defects	
Wheelchair bound	

Q:2: Short Questions (20)

- I. What are disabilities?
- II. What sort of accommodation efforts are made when accommodating people with disabilities?
- III. What sort of information is required when making some adaptation to accommodate a person with disabilities?
- IV. What does the term 'inclusion' mean?

Case Study (7)

You are interviewing a woman for a human resource consultant's position in your office. She has been very honest and open with you. She wants this job for a fresh start. She is leaving her current job because she went through a couple of years with a lot of problems, and she

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feels like she is no longer welcome there. She tells you that she is healthy now, but in the past five years she had been hospitalized several times. They accommodated her at work by allowing her to take work home, which she appreciated. She also worked in the hospital at times because she ran out of sick leave benefits.

She has a doctor she has been working with for the past eighteen months, is on a better treatment regime, and shares with you that she is being upfront over her history for a few reasons. One is that she has also lived with bipolar disorder for many years, and she thinks it's better if you know, and that way you can decide whether to hire her or not with all the information that you need. She states that she knows that her history does not make her a great prospect, but says that she always takes her medications and she does great work.

Indeed, her portfolio does look great. Her references are good, although the previous employer admits attendance was a problem, but this woman did not have external customer service tasks, so it wasn't unmanageable for them.

Question

There are other candidates for the position who have equal qualifications and abilities, and who do not appear to have any disabilities. What will you do?