

# Accommodating people with disabilities in the workplace.

NID Training Disability Diary

- Compiled by Dr Jean Mitchell



Some employers assume the kind of complexities that people with disabilities face and that they will need extensive expertise to help deal with employee disabilities. Unfortunately, such assumptions can cause them to make incorrect and costly decisions. Not all jobs are the same and some need greater physical or intellectual skills than others in the same way, disabilities are not equal either, as some need more specialised accommodations than others.

In order to avoid unnecessary misplacement of employees, job descriptions need to be detailed so that the level of support for non-disabled and disabled employees can be noted.

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## Conclusion

Knowledge is power, and those who seek information can harness that power. By finding out as much as possible and planning for success employers can provide adequate accommodations for a diverse cohort of employees. Unfortunately, it is still common for talent pools of people with disabilities who possess certain skills to go untapped.

## References

Wolstenholm, J. (2021) The truth about employees with disabilities in the workplace. Meet Breeze. <https://www.meetbreeze.com/blog/disabilities-in-the-workplace/>

## Introduction

Employing people with disabilities makes good business sense, and people with disabilities should feel that they have an equal opportunity to work and grow their careers. However, some businesses are reluctant to employ people with disabilities because they assume there are risks to this strategy. Many consider it too costly to hire and accommodate people with disabilities. They think that jobs will need to be modified, accessibility features will need to be installed in buildings, and that people with special expertise will need to be employed to manage employees with disabilities (Wolstenholm, 2021).

## Discussion

Businesses benefit when they plan to accommodate people with disabilities from the outset thus eliminating later restructuring. Office space that has been designed for non-disabled people might seem to be too cramped if wheelchairs will be required. However, space can be maximised by a simple rearrangement of furniture and workstations. However, not all disabilities require spaces to be adjusted. Smit (2012) found that organisations tend to provide physical and structural accommodation, rather than emotional and psychological support for employees with mental health problems.