



# DISABILITIES RIGHTS IN CORPORATION WORLDS

# What is workplace discrimination of employees with disabilities?

## Types of Workplace Disability Discrimination

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### Direct

**Certain employees are targeted** by discriminatory comments, policies, or situations at work.



### Indirect

All employees at a workplace are treated the same, but that treatment **puts some at a disadvantage**.

# What Are Examples of Disability Discrimination in the Workplace?

01

Withholding promotions or opportunities from employees with disabilities

02

Refusing to provide accommodations like wheelchair ramps or screen readers

03

Making negative comments or remarks toward employees with disabilities

04

Asking applicants for their medical history or about their disabilities

05

Demoting an employee after they become disabled

06

Withholding promotions because of a family member's disability

07

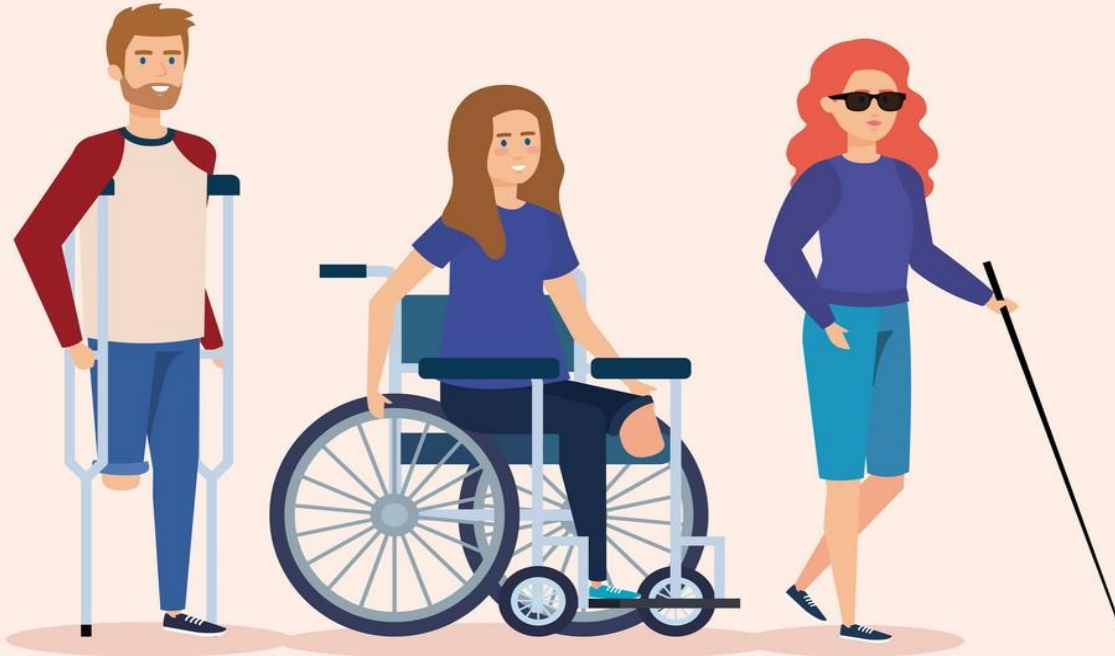
Letting bias against people with disabilities impact your hiring decisions

08

Harassing employees with disabilities

# How To Handle Disability Discrimination in the Workplace ?

For  
Business  
Leaders



01 Establish a formal complaint process.  
Create a safe and effective way for employees who experience discrimination to report the incident.

02 Provide reasonable accommodations. Make your employees feel valued and cared for by providing the accommodations they need to succeed.

03 Take swift action. If you receive a discrimination report from one of your employees, take swift action to make sure the issue is resolved.

04 Conduct sensitivity training. If you see discrimination, use it as a learning experience to train your workforce about what is incorrect and inappropriate behavior.

# How To Handle Disability Discrimination in the Workplace



For  
Employees



# Women with disabilities- multiple disadvantages- they don't have:

- Acces to normal houses
- Medical assistance
- Public transport
- Education
- Professional trening
- Working places
- legal treatment for the acces of credits or other financial resourses
- Women with disabilities are not part of the decissional process

01 Know your rights. All employees have rights. If you feel you're the target of discrimination, know which rights will protect you.

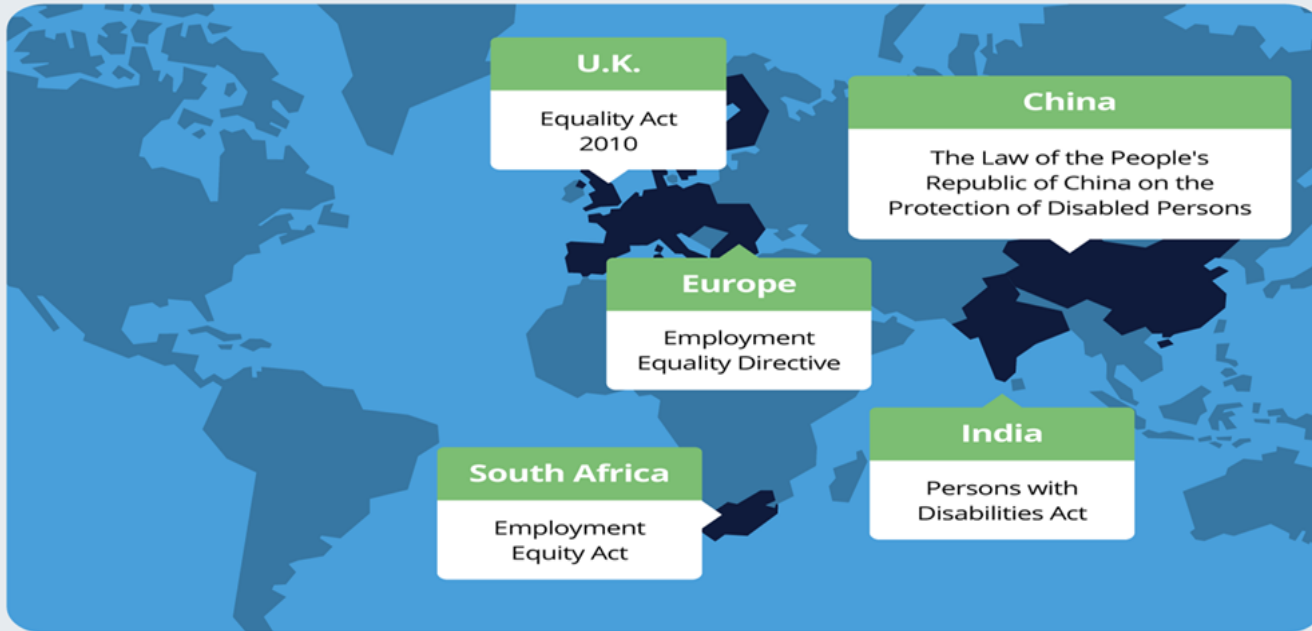
02 Take it up with HR. Contact your employer's Human Resources department to notify them of the discrimination you're experiencing.

03 File a discrimination complaint. If your employer fails to adequately resolve the issue, file a formal complaint to the agency that handles discrimination complaints in your state or country.



# Anti-Disability Discrimination Laws Around the World

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# EUROPE



The European Union (which includes Belgium, Denmark, France, Germany, Greece, Ireland, Spain, and Sweden, among other countries) provides protections with regulations.

The Employment Equality Directive. This directive is part of the EU's labor laws and prohibits workplace discrimination of employees based on disability and other factors. It also requires employers to provide reasonable accommodations for employees with disabilities



# CONCLUSION

Disability inclusion means understanding the relationship between the way people function and how they participate in society and making sure everybody has the same opportunities to participate in every aspect of life to the best of their abilities and desires.

At the same time, CEOs and investors need to understand the strong qualitative and quantitative business case for robust disability inclusion programmes. By making companies aware of the potential gains, sharing success stories and demonstrating how to build a more inclusive talent pipeline, we can quickly get more persons with disabilities into the workforce.