Creating a disabled-friendly work environment is the initial move towards utilizing progressively qualified disabled up-and-comers. A working environment which offers backing and consolation will help disabled employees perform to their maximum capacity and be profitable in what they do. Physical accessibility ought to be of highest concern, trailed by selection of assistive technology, continued training of employees and steady checking. A mindful workplace is also an empowered workforce. For disabled representatives to be completely coordinated into a work environment, it is basic that all workers know about the insisted duty of their organization to being disabled-friendly. Sharpening trainings and manners classes will help full-bodied workers acquire understanding into how to best deal with disabled associates. A few workers might be deliberately or unknowingly one-sided about their disabled partners. Quality training from the organization will help scatter these thoughts. Employees ought to likewise be given essential information on how they can help their debilitated partners in instances of crisis.

In this modern age, employees can adapt the assistive technology. After reading more about it, I realized that because of the variety of available equipment it can help the disabled people in all sorts of ways. Assistive technology empowers disabled individuals to be a functioning piece of the work environment and has developed significantly over the most recent couple of years. Most modern jobs require PCs and utilization of new technology. In the event that the organization puts resources into the right assistive technology, applications and online tools, impaired workers will have the option to do their duties without obstacles. Some regular assistive technology is, specific screen reader software, assistive listening gadgets, speech and sign recognition apps, and programs that give easy to understand and adjustable web interface. It also goes without saying that training employees is an integral part of successfully executing this.

Organizations can likewise utilize outside help to give continued training to employees. A few non-benefits and government organizations that can hold workshops and mindfulness activities at any organization. This improves worker support and assurance, yet additionally carries new and new points of view to moving toward the issue. On more technological way, organizations can approach different companies and gather data in regard to understand the severity of the problem and approach it in a different way. I also believe that proper infrastructure and architecture of the workplace building is very important. Disabled-friendly parking, wheelchair open entryways, slopes at different sections of the building, wide hallways are, according to me, essential necessities required to make a working environment disable friendly. Meeting rooms and other regular access territories likewise should be concentrated on and made open to every disabled worker.

As mentioned in the project (slide2) mental illness also falls under disability and understanding how important it is to consider this can help in a long run. Not only that, people with disabilities are the world’s largest minority groups (slide2) which also raises the question of inclusion at a workplace. Not only they need to feel comfortable but also worthy is important. Giving disabled employees minor or not so important tasks can only affect them mentally and make them feel unworthy. Getting rid of the stereotypes or at least educating workers about it is an important step the company should take. Making them feel like they are heroes is also not a good way to approach this problem, but instead, spending time with them and being a little sensitive towards them can help. Disabled people are not sick, they are not in constant pain, but they are productive and even better workers (slide5), and the sooner we understand and value that thought, the better.