

**Course Name:** Disability Awareness

**Course Purpose:** Introduce the concept of disability awareness within the workplace, importance of, and actions to take.

**Target Audience:** All employees for company-wide initiative.

**Key Strategies:** Use custom character set across the course to illustrate situations relevant to employees with disabilities.



## Disability *(noun)*

dis • abil • i • ty

A person with a disability is someone who has a physical or mental impairment that substantially limits one or more major life activity, a history or record of an impairment, or is regarded as having an impairment.

Adapted from ADA Guidelines, 2024

## Types of disabilities



**Instructions:** Select each tab to learn more.

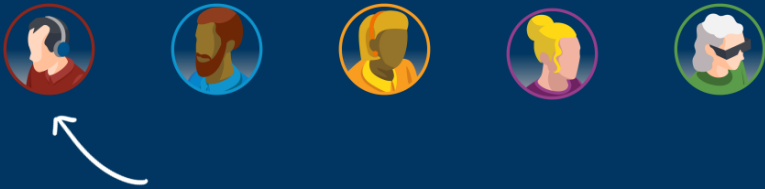
Neurodivergent  
Psychological  
Physical  
Invisible  
Sensory

## Social model of disability

The social model of disability proposes that disability is not an attribute of an individual, but is created by societal barriers, such as attitudes and structures.

## Removing barriers

What can you do to help eliminate barriers for others in your own workplace? Select each person to learn what type of barriers others may experience.



## Additional Resources

There are resources available within our company to leverage for support, encouragement, learning and awareness.

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Select each resource to learn more.



## Planning a team building event

### Scenario

Eric is planning an outing for his team; they've just hit a major deliverable and he wants to celebrate their success.

Read each part of Eric's email and decide if he is considering potential issues for people with disabilities.



## Removing barriers

Use the dropdown menu to categorize each barrier. Select 'Submit' to check your answers.

- Environmental
- Pain/Discomfort
- Training
- Workstations

