

Windmills Virtual Disability Awareness Workshops

Purpose:

- To change attitudinal barriers and create a new perspective on the unique abilities of individuals with disabilities.
- Managers and supervisors will learn methods and techniques to assist them in promoting an inclusive workplace and increase morale.
- Participatory exercises allow staff to identify emotions, stereotypes, and attitudinal barriers about individuals with disabilities in the workplace.
- Discovery and understanding will ideally promote the employment and advancement of persons with disabilities.
- The entire workshop includes four subject modules which can be presented separately.

Four Modules

Module 1: Disability Fact or Fiction (45 mins – 1 hour)

Discussion Topics:

- To teach participants to anticipate situations that might occur in the workplace regarding reasonable accommodations.
- Facilitate awareness of respectful etiquette and language while creating a comfortable work environment for all employees.
- To familiarize participants with some of the basics of disability employment law.

*This workshop includes participants completing a questionnaire which will review their knowledge about disability etiquette and employment matters.

Module 2: Reasonable Accommodation Module (20 mins – 30 mins)

Discussion Topics:

- To acquaint participants with the creative process in identifying possible reasonable accommodations.
- To encourage the interactive communication process to develop accommodations.
- To sensitize participants to a wide range of disabilities that might require reasonable accommodation.
- To educate participants on the Americans with Disabilities Act Amendment Acts (ADAAA) definition of reasonable accommodation.

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Module 3: Taking the Emotion out of Emotional Disabilities (20 mins-30 mins)

Discussion topics:

- To demonstrate that employers are more effective at brainstorming reasonable accommodation ideas for persons with physical and sensory disabilities than they are for persons with emotional disabilities.
- To explore the effects of employers' reactions to emotional disabilities.
- To provide a way for employers to consider reasonable accommodations for persons with emotional disabilities in an emotionally neutral environment.

Module 4: Profiles (20 mins – 30 mins)

Discussion Topics:

- Examine how stereotyping of persons with disabilities may impact employment decisions.
- Remind participants to evaluate each applicant on a case-by-case basis.
- Explore assumptions about “Good” and “Bad” jobs for certain disabilities.