

Academic Advising & Career Centre
DIVISION OF STUDENT AFFAIRS

AccessAbility Services
DIVISION OF STUDENT AFFAIRS

Managing Your Career: Strategies for Graduates with DisAbilities



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Module 3: Addressing Employment Barriers



Agenda

- Definition of Employment Barrier
- Types of Employment Barriers
- Effective Strategies in Addressing Barriers
- Resources to Explore



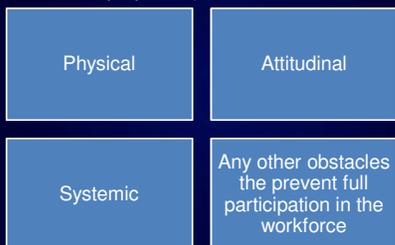
Definition of Employment Barrier

- The word **BARRIER** means:
“anything that prevents a person with a disability from fully participating in all aspects of society because of his or her disability...” (Accessibility for Ontarians with Disabilities Act, 2005)
- The phrase **EMPLOYMENT BARRIER** means:
anything that impedes a person with a disability from fully participating in seeking, obtaining and maintaining paid employment



Types of Employment Barriers

The following are types of barriers that may prevent full access to employment (the list is not exhaustive):



Strategies in Addressing Barriers



1. You initiate the discussion about the disability
2. Come prepared with informed solutions and accurate information about your disability
3. Provide the employer with resources about your disability and accommodations



Strategies in Addressing Barriers

4. Focus on clear communication skills and explain to the employer your skills, barriers you expect to face, and how you intend to overcome those barriers
5. Provide evidence of past accomplishments eg. letters of recommendations from previous employers or honour's awards from school
6. Provide the above information in a positive and respectful manner



Physical Barriers

Objects in the physical environment or the design of the building prevents a person from moving freely



Potential Solutions to Physical Barriers

<u>Barrier:</u>	<u>Solution:</u>
Long walk from parking lot	➡ Designated parking spots close to entrance
Only stairs to enter building	➡ Ramps & handrails put in place
Floor is slippery or uses mats	➡ Non-skid flooring



Attitudinal Barriers

The opinions and feelings that someone may have about an individual with a disability



Potential Solutions to Attitudinal Barriers

Barrier: derogatory language used toward a person with a disability	➔	Solution: speak up when someone uses derogatory language
disability is emphasized and not the individual	➔	suggest people use "person first" language (e.g. "people with disabilities" rather than "disabled person")
thinking that people with disabilities are inferior	➔	Always emphasize your strengths and not the disability



Systemic Barriers

Result from situations, policies or practices that exclude individuals with disabilities in some way



Other Barriers: The Disability Itself

- In some cases, the disability itself may present as a barrier to employment
- While accommodations can be put in place in order for an individual to perform a variety of job requirements, there are some occupations in which the requirements of the job can not be modified
- A specific example of this would be the requirement of a fitness test to become a Firefighter: if an individual uses a wheelchair this would be a barrier that could not be eliminated



Resources to Explore

Employment Ontario:
<http://www.tcu.gov.on.ca/eng/employmentontario/>

Ontario Disability Support Program:
<http://www.mcass.gov.on.ca/en/mcass/programs/social/odsp/index.aspx>

Ontario Human Rights Commission:
<http://www.ohrc.on.ca/en/issues/disability>

Accessibility for Ontarians with Disabilities Act 2005:
http://www.e-laws.gov.on.ca/html/statutes/english/elaws_statutes_05a11_e.htm



Contact Information

Thank you for reviewing this module. If you would like to provide feedback or if you have questions or concerns, please contact:

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References

- Ministry of Community and Social Services (2008). *About the Accessibility for Ontarians with Disabilities Act, 2005 (AODA)*. Queen's Printer for Ontario.
- Canadian Council on Rehabilitation and Work (2010). *Attitudinal Barriers*.
- Wright, Ruth (2010). *Tapping the Talents of People with Disabilities: A Guide for Employers*.