Managing Your Career: Strategies for Graduates with DisAbilities

Video 1: Defining Barriers
1. Career Planning
2. Understanding Employment Equity
3. **Addressing Employment Barriers**
4. Self-Advocacy and Disclosure
5. Workplace Accommodations
Module 3: Addressing Employment Barriers
Defining Barriers
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…”

The phrase **employment barrier** means:

“anything that impedes a person with a disability from fully participating in seeking, obtaining and maintaining paid employment…”

(Accessibility for Ontarians with Disabilities Act, 2005)
<table>
<thead>
<tr>
<th>Types of Barriers</th>
<th>Attitudinal</th>
<th>Physical</th>
</tr>
</thead>
<tbody>
<tr>
<td>Communication</td>
<td>Technological</td>
<td>Systemic</td>
</tr>
</tbody>
</table>
Focus on your strengths and skills. Be prepared to highlight experience or accomplishments.

As needed, come prepared with informed solutions and accurate information about your disability. This shows a positive attitude and commitment to the role.
If you would like to provide feedback on these videos or if you have questions or concerns, please contact:

AA&CC: aacc.utsc@utoronto.ca
AccessAbility Services: ability.utsc@utoronto.ca