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Workplace Diversity for People with Disabilities

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Workplace Diversity for People with Disabilities

The challenge faced by managers and employers in the workplace is disability management. Many managers do not know how to manage individuals with disabilities (Alam, 2019). This is because they are stuck in the dilemma of favoring them most of the time to avoid being accused of discrimination and treating like every other employee in the company. However, the latter can also be labeled as discrimination or unfair to the disabled person by other employees. This means that some managers do not have the training or knowledge to handle people with disabilities, especially those with physical difficulties or mental disorders (Alam, 2019). Thus, they may end up doing or saying something unintentionally that will be termed as discrimination by other employees. This act can land them in trouble or even cost them their jobs. Hence, managing disabled individuals is considered one of the significant challenges that organizations or managers pass through, especially with the policies that have been implemented to protect disabled individuals in America.

Secondly, many organizations do not provide accommodations for disabled people. For example, organizations find it hard to provide a healthy, accessible, and safe place for people despite their disabilities. This is because disabled people will be discriminated against by any other employee, which the manager or the senior leaders will not hear about. This makes it difficult for the managers to maintain a peaceful work environment for disabled people if they do not report to them about any discrimination incidences that have occurred to them. This challenge affects almost every organization that hires disabled people because some employees would use harsh words or threats towards disabled individuals if they tell the seniors about the incident.

Another challenge faced by organizations or managers is providing equal opportunities for ordinary individuals and the ones with disabilities. Sometimes even if a disabled person has the capability to work on a project or task, it would require the organization many resources for that task or project to be completed compared to giving the job to a person without disabilities. Hence, to save on costs and the company's resources, some opportunities are given to people without disabilities instead of disabled people. This decision is hard for some managers because they know a disabled employee that could do the task equally well, but it has to be presented to another person due to specific reasons. Hence, such a challenge is hard for managers and organizations because they do not want to make disabled people feel incapable or less appreciated for their work.

Some strategies could be employed for organizations and their leaders to know how to manage disability issues in the workplace. Employers and managers are advised to employ the strategies in their workplace to prevent disability-related problems and provide a healthy, safe, and accessible place for disabled employees. The first strategy is coming up with methods and ways that could help disabled employees have a healthy and safe workplace through assurance. As I have discussed above, some individuals with disabilities find it hard to report cases of discrimination or abuse by other employees to their managers. Hence, organizations should provide health and occupational safety measures that would help protect individuals from discriminative employees. Managers should also create a good relationship with these employees for them to have a trust where the disabled individual can confide with the manager concerning any disability-related issues in the workplace. The organization can also implement monitoring surveillance systems that could help discover or intervene in the discrimination activities that happen that do not reach the manager or the senior leaders of the organization.

The second strategy is providing managers with training and education on how to treat and accommodate a disabled person in the workplace. This could be learned by enrolling the managers in training programs that offer knowledge and education on how to work with disabled people. These training programs provide information on ways to treat a disabled person that will not amount to accusations of discrimination. It will also provide knowledge on the policy act dealing with disabled individuals and their accommodations. This act is known as the Americans with Disability Act. It contains rules and policies that should be employed for persons with disabilities in either school or the workplace. Therefore, if the managers and leaders understand the policies put in place on how to treat disabled individuals, then they will learn how to work with and treat them (Main & Shaw, 2016). They can also put up organizational policies for workers with disabilities and advise the employees to follow each regulation. The organizational policy will help managers to know how to act when an employee acquires a disability within the workplace. It will guide them on preparing or handling a case of acquired disability within the workplace, such as an individual with a mental disability or an accident that has caused an employee to obtain a disability (Main & Shaw, 2016).

The third strategy is ensuring that the managers practice equality at all times. It is often difficult for managers or organizations to provide equal opportunities to disabled individuals due to limited resources. For instance, when providing tasks for employees at work, such as a project, they can be teamed up with the disabled person instead of giving one person the opportunity and combe their skills to make the task achieve the organization's goals. This will help the disabled individual feel included in the activities of the organization (Bam & Ronnie, 2019). It will also provide other opportunities for the disabled employees to participate in even if it will be in groups.

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