







The Disability Hand book

EmployAbilities

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Introduction

It is important to treat each individual with a disability as a unique individual just as you would someone without a disability. Keep in mind that:

-  The focus should always be on their abilities
-  Not all disabilities are readily visible
-  Their needs may change over the course of their employment
-  Open communication is essential
-  Adapting communication styles to the individual's needs can enhance communication
-  Accommodations should be identified and made together. Be flexible and open to alternative ways to accomplishing goals.

Developmental Disabilities

Individuals with developmental disabilities (developmental delay), have significant Learning difficulties and require assistance to succeed.

Conditions associated with a developmental disability include Down's Syndrome, Autism, Cerebral Palsy, and Fetal Alcohol Syndrome.

Areas of difficulty may be communicating, socializing, or independent living.

With support, individuals with developmental disabilities can work as employees and volunteers.

Developmental disabilities can range from:

Slightly reduced abilities in learning new information and skills to more significant reductions in learning abilities and the need for intensive support.

Our program focusses on employees destined to work independently with little support.

Tips for Interaction

- ✚ People with developmental disabilities are individual's first
- ✚ Use simple sentences to assist the individual in understanding
- ✚ Focus on concrete ideas and skills as the individual may have trouble with abstract concepts
- ✚ Make instructions clear and concise
- ✚ Break directions down into small steps or tasks
- ✚ Demonstrate tasks whenever possible
- ✚ Be patient, and consistent while at the same time providing positive feedback
- ✚ Promote a sense of security through a smile or words of praise
- ✚ Talk to the individual in a respectful manner
- ✚ Don't reduce expectations; given training and support, individuals with a developmental disability can be successfully employed
- ✚ Use age-appropriate conversation
- ✚ Be conscious of including all staff, including those with disabilities, in workplace activities.

Convention on the Rights of Persons with Disabilities

13 December 2006 BY

Sixty-first session of the General Assembly by resolution A/RES/61/106

Article 8 - Awareness-raising

1. States Parties undertake to adopt immediate, effective and appropriate measures:
 - a. To raise awareness throughout society, including at the family level, regarding persons with disabilities, and to foster respect for the rights and dignity of persons with disabilities;
 - b. To combat stereotypes, prejudices and harmful practices relating to persons with disabilities, including those based on sex and age, in all areas of life;
 - c. To promote awareness of the capabilities and contributions of persons with disabilities.
2. Measures to this end include:
 - a. Initiating and maintaining effective public awareness campaigns designed:
 - i. To nurture receptiveness to the rights of persons with disabilities;
 - ii. To promote positive perceptions and greater social awareness towards persons with disabilities;
 - iii. To promote recognition of the skills, merits and abilities of persons with disabilities, and of their contributions to the workplace and the labor market;
 - b. Fostering at all levels of the education system, including in all children from an early age, an attitude of respect for the rights of persons with disabilities;
 - c. Encouraging all organs of the media to portray persons with disabilities in a manner consistent with the purpose of the present Convention;
 - d. Promoting awareness-training programs regarding persons with disabilities and the rights of persons with disabilities.

Article 27 - Work and employment

1. States Parties recognize the right of persons with disabilities to work, on an equal basis with others; this includes the right to the opportunity to gain a living by work freely chosen or accepted in a labor market and work environment that is open, inclusive and accessible to persons with disabilities. States Parties shall safeguard and promote the realization of the right to work, including for those who acquire a disability during the course of employment, by taking appropriate steps, including through legislation, to, inter alia:
 - a. Prohibit discrimination on the basis of disability with regard to all matters concerning all forms of employment, including conditions of recruitment, hiring and employment, continuance of employment, career advancement and safe and healthy working conditions;
 - b. Protect the rights of persons with disabilities, on an equal basis with others, to just and favourable conditions of work, including equal opportunities and equal remuneration for work of equal value, safe and healthy working conditions, including protection from harassment, and the redress of grievances;
 - c. Ensure that persons with disabilities are able to exercise their labor and trade union rights on an equal basis with others;
 - d. Enable persons with disabilities to have effective access to general technical and vocational guidance programs, placement services and vocational and continuing training;
 - e. Promote employment opportunities and career advancement for persons with disabilities in the labor market, as well as assistance in finding, obtaining, maintaining and returning to employment;
 - f. Promote opportunities for self-employment, entrepreneurship, the development of cooperatives and starting one's own business;
 - g. Employ persons with disabilities in the public sector;
 - h. Promote the employment of persons with disabilities in the private sector through appropriate policies and measures, which may include affirmative action programs, incentives and other measures;
 - i. Ensure that reasonable accommodation is provided to persons with disabilities in the workplace;
 - j. Promote the acquisition by persons with disabilities of work experience in the open labor market;
 - k. Promote vocational and professional rehabilitation, job retention and return-to-work programs for persons with disabilities.

2. States Parties shall ensure that persons with disabilities are not held in slavery or in servitude, and are protected, on an equal basis with others, from forced or compulsory labor.

With regard to Current Career opportunities that are available through the
City of Coldlake as of May 4, 2022

Casual Event Staff #2022-24

Summer Parks #2022-2

Summer Marina Staff #2022-9

Summer Road Staff #2022-13