

Initiative for Social Action Foundation (INSAN)

Disability Policy Statement

Introduction

Who have had a disability, in relation to employment and in the provision of goods, facilities and services?

Initiative for Social Action Foundation (INSAN) is committed to equal opportunities in employment. It will treat applications from disabled people, within the constraints of legitimate job requirements, in the same way as those from persons without a disability. It will provide support for disabled employees within Initiative for Social Action Foundation (INSAN) with the assistance of external agencies where appropriate, to enable them to work to maximum effect within any limits imposed by their disability.

Discrimination

Discrimination can occur in two ways:

- a. For a reason which relates to a person's disability, the employer treats that person less favorably than the employer treats, or would treat, others to whom the reason does not apply AND the employer cannot show that this treatment is justified.
- b. An employer fails to comply with a duty of reasonable adjustment imposed in relation to the disabled person AND cannot show that this failure is justified.

Disability

This is defined as "A physical or mental impairment which has a substantial and long-term adverse effect on a person's ability to carry out normal day to day activities"

The definition of "normal day to day activities" includes: mobility, manual dexterity, lifting, hearing, eyesight, speech, memory, and the ability to concentrate, learn, or understand.

INSAN defines "substantial" as being more than minor or trivial and "long-term" as being more than 12 months.

Disabled people are not only those whose disability is immediately obvious, e.g. visually impaired or those who use wheel-chairs. Many disabilities which may affect employment are not obvious, for example heart problems, mental illness, asthma, arthritis epilepsy or hearing impairments.

An impairment which would substantially affect a person, but which is controlled by medical treatment or prosthesis, is still covered by the definition of disability.

Duty to Adjust

Initiative for Social Action Foundation Republic of Yemen



There is a statutory duty under the INSAN to make reasonable adjustments to: Working Practices and The Working Environment to ensure that disabled people are not disadvantaged.

Adjustments may include:

Reallocation of duties

Adjustments/alterations to premises

Transferring staff to other available vacancies

Altering working hours

Changing place of work

Modifying equipment.

Initiative for Social Action Foundation (INSAN) will take into account; practicalities of the adjustment, financial considerations, disruption of activities and other funding arrangements, when considering an adjustment.

Examples of Adjustments

Widening a door-way which is too narrow for a wheel-chair user

Fitting special taps for someone with arthritis

Increasing the lighting for someone with restricted vision

Changing starting and finishing times for individuals with mobility problems

Allocating a car parking space close to the working location for an individual with an adapted car

Time off work for medical treatment

Providing an adapted keyboard or telephone

Assistance

Individuals who require advice or assistance should speak to their immediate manager or supervisor in the first instance.