

Value Added Training

# Disability Sensitisation Workshop



## Qualification Details

COURSE TYPE	Value Added Unaccredited Training
COURSE TITLE	Disability Sensitisation Workshop
TARGET AUDIENCE	Employees, educators, students, frontline staff, leadership teams
DURATION	3-6 hours
CERTIFICATE TYPE	Attendance
BENEFITS:	Employee wellness, MG spend & B-BBEE



This course is designed to transition participants from basic awareness to **active advocacy**, ensuring that inclusion is integrated into the daily operations of your organisation.

**By the conclusion of this programme, participants will be empowered to:**

- **Audit for Barriers:** Identify physical, digital, and attitudinal barriers within their workplace or school that prevent full participation.
- **Implement Accommodations:** Confidently suggest and facilitate "Reasonable Accommodations" to support colleagues or students with specific needs.
- **Use Inclusive Language:** Automatically apply respectful, modern terminology and correct others in a constructive manner.
- **Mitigate Bias:** Recognise and interrupt ableist microaggressions during meetings, hiring processes, or social interactions.
- **Champion Universal Design:** Advocate for "inclusion by design" in future projects, ensuring that new policies or physical spaces are accessible from the outset.
- **Draft an Action Plan:** Create a personal "Inclusion Roadmap" consisting of one immediate change, one policy recommendation, and one long-term cultural goal.

**1. The Conceptual Shift** Participants explore the evolution of disability perspectives, moving from the "Charity" and "Medical" models to the Rights-Based Model. This foundation ensures that inclusion is understood not as an act of kindness, but as a fundamental requirement for equity.

**2. Inclusive Communication & Etiquette** The course standardises language across the organisation. It provides a clear guide on Person-First vs. Identity-First language and trains learners on the specific etiquette required for interacting with people with sensory, physical, neurodivergent, or invisible disabilities.



**3. The Spectrum of Disability Learners** delve into the diversity of the disability experience, with a specific focus on invisible disabilities and neurodiversity (e.g., Autism, ADHD, Dyslexia), ensuring that support systems account for more than just physical mobility.

**4. Universal Design & Accessibility** The curriculum introduces the principles of Universal Design (UD). Learners are taught to view accessibility as a design standard that benefits everyone—such as digital accessibility in documents and physical layouts that facilitate ease of movement for all.

**5. Legal Compliance & Reasonable Accommodation** The course demystifies the legal landscape (including the 2016 White Paper and relevant Employment Acts). It provides practical methods for implementing Reasonable Accommodations, ensuring that the organisation meets its legal obligations while supporting employee performance.

**6. Addressing Ableism & Bias** A critical component of the course is identifying Unconscious Bias and Ableism. Participants learn to recognise microaggressions and systemic hurdles in recruitment, promotion, and social integration that often go unnoticed

### **Assessment Method**

- Participation in practical activities and role-plays
- Final quiz (open book, scenario-based)



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