VALUE ADDED TRAINING

Disability Sensitisation Workshop

AMALGA TRAINING

Designed to move participants from basic awareness to active advocacy, so that inclusion is built into the daily operations of the organisation.

COURSE TYPE	DURATION	CERTIFICATE	WHO ATTENDS
Short Course	**3–6 Hours**	**Attendance**	**All Staff Levels**
Value added · unaccredited	Workshop format	Issued by Amalga Training	Frontline to leadership

About this Course

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. It moves through six sections: the shift from the charity and medical models to a rights-based model, inclusive communication and etiquette, the spectrum of disability, universal design and accessibility, legal compliance and reasonable accommodation, and ableism and bias.

Who Should Attend

Open to **employees, educators, students and leadership teams**:

- **Frontline staff** dealing daily with colleagues, learners or customers.
- **Educators and students** in classrooms and campuses that must accommodate a range of needs.
- **Leadership and HR teams** responsible for policy, recruitment and promotion.

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

Audit barriers 01
Identify physical, digital and attitudinal barriers that block full participation.

Accommodate 02
Suggest and facilitate reasonable accommodations for colleagues or students.

Inclusive language 03
Apply respectful, modern terminology and correct others constructively.

Mitigate bias 04
Recognise and interrupt ableist microaggressions in meetings and hiring.

Universal design 05
Advocate for inclusion by design, so new policies and spaces are accessible.

Action plan 06
Create a personal inclusion roadmap: an immediate change, a policy change, a cultural goal.

WORKSHOP PATHWAY ▸ THREE MODULES, THEN A CERTIFICATE OF ATTENDANCE

1 MODULE
Concept & Language
2 Topics
From charity to rights, and the language that follows.

2 MODULE
Spectrum & Design
2 Topics
Invisible disability, neurodiversity and inclusive design.

3 MODULE
Compliance & Bias
2 Topics
Reasonable accommodation, and the bias that blocks it.

★ FINAL
Certificate
Attendance
Issued on completion of the workshop.

Course & Module Breakdown

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Six sections in three modules

The workshop begins with the conceptual shift and the language that follows from it, moves to the range of disability and the design response, and closes on the legal obligations and the bias that quietly undoes them.

3
MODULES
6 sections · 3–6 hours

MODULE 1
The Conceptual Shift & Inclusive Language
2 TOPICS

Why inclusion is a requirement rather than a kindness, and how the organisation talks about it.

- **The Conceptual Shift**
  The evolution of disability perspectives, from the charity and medical models to the rights-based model, so that inclusion is understood not as an act of kindness but as a fundamental requirement for equity.
- **Inclusive Communication & Etiquette**
  Standardising language across the organisation: person-first versus identity-first language, and the etiquette for interacting with people with sensory, physical, neurodivergent or invisible disabilities.

MODULE 2
The Spectrum & Universal Design
2 TOPICS

The range the term covers, and the design standard that accommodates it.

- **The Spectrum of Disability**
  The diversity of the disability experience, with specific focus on invisible disabilities and neurodiversity (autism, ADHD, dyslexia), so that support accounts for more than physical mobility.
- **Universal Design & Accessibility**
  Universal Design taught as a design standard that benefits everyone: digital accessibility in documents, and physical layouts that facilitate ease of movement for all.

MODULE 3
Legal Compliance & Addressing Bias
2 TOPICS

What the law requires, and the bias that keeps compliant organisations from being inclusive.

- **Legal Compliance & Reasonable Accommodation**
  The legal landscape demystified, including the 2016 White Paper and relevant Employment Acts, with practical methods for implementing reasonable accommodations while supporting performance.
- **Addressing Ableism & Bias**
  Identifying unconscious bias and ableism, and recognising microaggressions and the systemic hurdles in recruitment, promotion and social integration that often go unnoticed.

Certification & Benefits

Assessment is by participation in practical activities and role-plays and an open-book scenario-based quiz. Each delegate receives a certificate of attendance. As value added training, the workshop contributes to:

- ✓ Employee wellness
- ✓ Mandatory grant (MG) spend
- ✓ B-BBEE skills development

AMALGA TRAINING

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