

## Physical Disability Factsheet

### Brief overview

Physical Disability refers to impairments that limit an individual's physical functioning, mobility, dexterity, or stamina. It can result from congenital conditions, injuries, or medical conditions.

### Workplace considerations

- 1. Accessible Facilities** - Ensure that workplace facilities are accessible, including ramps, elevators, and modified restrooms, to accommodate employees with physical disabilities.
- 2. Reasonable Accommodations** - Implement reasonable accommodations, such as adjustable desks, specialized equipment, or modified workstations, to enable employees to perform their job functions effectively.
- 3. Flexible Work Arrangements** - Offer flexible work arrangements, including modified schedules or remote work options, to accommodate the needs of employees with physical disabilities.
- 4. Accessible Technology** - Provide accessible technology, such as screen readers or adaptive software, to ensure that employees with physical disabilities can use digital tools effectively.
- 5. Training** - Conduct training programs to sensitize employees about physical disabilities, fostering understanding and a supportive work culture.
- 6. Accessible Communication** - Ensure that communication methods, including written materials and meetings, are accessible to employees with physical disabilities.

### Notable dates

In the UK 16<sup>th</sup> November to the 16<sup>th</sup> December is Disability History Month (this years theme is Disability, Children and Youth)