

# Creating a culture of inclusion in workspace

## Webinar Questions and Answers

The question below was posed by a participant during the webinar on 1st July 2022 and required further clarity in the explanation

**As a person with disability, your employer did not provide you with reasonable accommodation, and each time you complain they asked you to resign that a lot of people are looking for same opportunity what should we do ?**

The employers do not seem to understand why an employee with disabilities requires reasonable accommodation to function effectively in the workplace.

Therefore, awareness raising is required not by the employee, but by an OPD or a disability inclusion advocate.

And this process can target senior managers of the organisation and other cadre. The person advocating must be quite strategic in engaging the organisation so that they will not feel that their employee reported them.

Secondly, the organisation needs to be told that refusing reasonable accommodation to an employee with a disability constitutes discrimination under the United Nations Conventions on the Rights of Persons with Disabilities.

Though the national disability act of Nigeria did not explicitly mention that refusing reasonable accommodation is discrimination, but Nigeria is a signatory to the UNCRPD and is obliged to adhere to all of the provisions of the convention.

Finally, the capacity of the employee needs to be built on how to engage with his employers.

Also, they should be reminded that providing reasonable accommodation is a right and not a privilege. And being denied reasonable accommodation constitutes discrimination and is an offence.