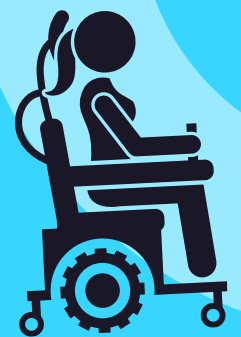
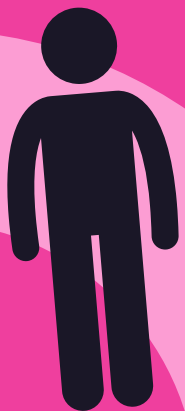


Disabled
By Society



Hiring Teams, we
need to **talk...**





Don't Fear Disabled People

Most of the training you've had probably focuses on the risks, what happens if you discriminate or fail to provide accommodations. We get it, that's important. But training should be about more than just avoiding legal trouble.

We're just like everyone else we have needs. The difference? Our needs are rarely accounted for, so sometimes we have to ask for support.



Don't Judge a CV by Its Gaps

Short employment periods or career gaps don't mean someone is less capable or hardworking. For Disabled people, securing and keeping a job isn't easy. We often lack the support we need, leaving us to struggle.

**Instead of assuming, just ask.
With the right tools, we thrive.
But that starts with understanding.**



You Don't Need to Reassure Us

If we disclose our disability, don't say: "You don't look disabled." "I wouldn't have known." "You don't seem it."

Disability is diverse, there's no one way to be Disabled. If we choose to self-identify, the best response is simple:

"Thank you for sharing. Is there anything we can do to make this process accessible for you?"



Accessibility Isn't a 'Nice to Have'

Stop treating accessibility as an extra or a favour. It's not about being 'nice', it's about making sure everyone has a fair chance.

If your hiring process isn't accessible, you're not just making it harder for Disabled candidates—you're missing out on talent.

**Repeat after me, Accessibility Isn't
a 'Nice to Have', It's Essential.**



Listen to Disabled Candidates

We don't need assumptions, we need action. If a Disabled candidate tells you what support they need, believe them. They know their own needs better than anyone else.

**Ask, listen, and follow through.
It's that simple.**



Inclusion Doesn't Stop at Hiring

Getting the job is one thing, keeping it is another.
Don't hire Disabled people just to tick a box.
Ensure they have ongoing support, career
progression, and the same opportunities as
everyone else.

**Because real inclusion is about more
than just getting through the door.**

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