



An inclusive and safe environment for all

## Description

Every year, 3 December marks International Day of Persons with Disabilities. The day is befittingly preceded by National Disability Rights Awareness Month, which runs from 3 November.

The International Day for Persons with Disabilities is a special day observed all around the world. It is meant to help people understand the difficulties that people with disabilities face and to make sure they are treated fairly. This year's theme is **United in action to rescue and achieve the Sustainable Development Goals (SDGs) for, with and by persons with disabilities.**

As part of disability awareness in our business, we ran a series of communications that illustrated some of the different types of disabilities that exist. This was a conscious effort to enlighten employees about impairments they may not realise are classified as disabilities.

We've also called on employees who are differently abled to disclose their disabilities. This is for the business to provide reasonable accommodation where possible. To disclose your disability, all you need to do is:

- a. Obtain a medical certificate from your medical practitioner confirming your disability;
- b. Click [here](#) to access the EEA1 form;
- c. Submit your completed EEA1 form along with your medical certificate to Nelisa Radu at [nelisar@afrocentrichealth.com](mailto:nelisar@afrocentrichealth.com).

We guarantee that all details disclosed by employees are treated with utmost confidentiality, and consent will be sought before any information is shared.

Providing reasonable accommodations is one way to help people with disabilities. As we celebrate this day of disabilities.

We will provide updates on how we are progressing in these efforts.

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# COMMON CATEGORIES OF DISABILITIES

## What is a disability?

A disability is any condition of the body or mind (impairment) that makes it more difficult for the person with the condition to do certain activities (activity limitation) and interact with the world around them equitably with others (participation restrictions).



### VISION IMPAIRMENT

Vision impairment refers to people who are blind or who have partial sight.



### DEAF OR HEARING IMPAIRED

Hearing impairments can range from mild to profound. People who are hard of hearing may use a range of strategies and equipment including speech, lip-reading, writing notes, hearing aids or sign language interpreters.



### MENTAL HEALTH CONDITIONS

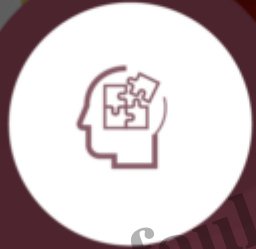
Mental illness is a term for a group of conditions that affect the mind. These illnesses include bipolar disorder, depression, schizophrenia, anxiety and personality disorders - affecting how a person thinks, feels and behaves.

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# COMMON CATEGORIES OF DISABILITIES

## What is reasonable accommodation for disability?

Reasonable Accommodation refers to necessary and appropriate modification and adjustment put in place in order to reduce the impact of the impairment on the person's capacity to perform the essential functions of a job and to ensure differently abled employees enjoy equal access to the benefits and opportunities of employment.



### AUTISM SPECTRUM DISORDERS

Autism is an umbrella description which includes autistic disorders, Asperger's syndrome and atypical autism. Autism affects the way information is taken in and stored in the brain. People with autism typically have difficulties in verbal and non-verbal communication, social interactions and other activities.



### PHYSICAL DISABILITIES

The common characteristic in physical disability is that some aspect of a person's physical functioning, usually either their mobility, dexterity, or stamina is affected. People with physical disabilities are usually experts regarding their own needs, and will understand the impact of their disability.



### PROGRESSIVE CONDITIONS

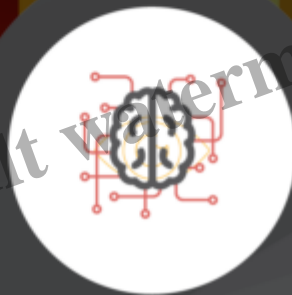
A progressive disease or condition is one that gets worse over time, resulting in a decline in health over the long term. The term 'progressive' is often used to describe a condition that is chronic and recurring. In a relapsing-remitting disorder, there are periods of disease activity followed by periods of remission or is in remission. A progressive disease does not have a cure. Depending on the severity, a progressive disease can move quickly.

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# COMMON CATEGORIES OF DISABILITIES

## Why is it important to disclose your disability?

Differently-abled employees are entitled to keep their disability status confidential if the company is not aware of the disability, or the need to be accommodated. Employers are obliged to provide reasonable accommodation.



### INTELLECTUAL DISABILITIES

A person with an intellectual disability may have significant limitations in the skills needed to live and work in the community, including difficulties with communication, self-care, social skills, safety and self-direction.



### ACQUIRED BRAIN INJURY

Acquired brain injury refers to any type of brain damage that occurs after birth. The injury may occur because of infection, disease, lack of oxygen or trauma to the head.

## Category

1. Our Knowledge Centre

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