

# Is your workplace accessible?

When you employ a person living with disability, injury or health condition, they very often do not need any specific workplace changes to be effective in their job. For those that do, some form of modification or adjustment will help them overcome the impact of their disability, injury or health condition thus building a more equitable and inclusive workplace.

Here, we break down the myths and misconceptions about what workplace adjustments really are, and how your business can get started on your journey to creating a truly inclusive and accessible environment for your team.



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## Did you know?

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More than 2 out of 3 people haven't heard of workplace adjustments

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More than 1 in 2 people are more likely to choose to work for an employer who asks about workplace adjustments during the recruitment process

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1 in 3 people aren't comfortable talking about workplace adjustments with their employees

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3 out of 5 people believe young people living with disability deserve extra support to get their first job

✗ **Myth: Workplace adjustments are too expensive for my business.**

✓ **Fact:** Many workplace adjustments are low cost and some changes, such as flexible working hours, involve no cost at all! People living with disability, injury or health condition, employers and service providers may also be eligible to receive financial assistance to cover workplace adjustments through the **Australian Government's Employment Assistance Fund (EAF)**.

✗ **Myth: A workplace needs to be completely redesigned to accommodate a person living with disability.**

✓ **Fact:** Workplace adjustments can be administrative, environmental, or procedural changes and often will benefit not just the person living with disability, injury or health condition, but all members of the team.

✗ **Myth: Workplace adjustments are all about changing the physical office space.**

✓ **Fact:** Assistive technology plays a significant role in improving workplace accessibility including screen readers, hearing aids, and extendable reaching devices. All of which, require no changes to your physical office space.

✗ **Myth: The process for arranging workplace adjustments is confusing.**

✓ **Fact:** atWork Australia can help you access funding for workplace modifications for your new employee, at no cost to your business via JobAccess.



If you are an employee or employer contact atWork Australia on 1300 080 856 or visit [www.atworkaustralia.com.au/accessing-free-workplace-modifications-and-adjustments](http://www.atworkaustralia.com.au/accessing-free-workplace-modifications-and-adjustments) for confidential advice that's right for you.

For employers, it's very easy to make workplace adjustments to remove barriers to employment when needed. Many workplace adjustments involve applying good HR practices that you would engage in for any new employee. For instance, changes to employment processes can give a person a more equal chance at being recruited and promoted.

You can learn more about hiring a diverse workforce via atWork Australia's **Disability Awareness Training**. Our training covers a range of topics, including challenging attitudes to disability, preparing for the employment of a person living with disability, injury or health condition and making adjustments to your workplace so that it's accessible to all.

[Register for Disability Awareness Training](#) 

#### To learn more about:

- Workplace modifications you can make, [visit here](#)
- How to download your employer toolkit, [visit here](#)
- The eligibility criteria for financial assistance, [visit here](#)
- Your business' legal requirements, [visit here](#)

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