

## Workplace Tidbits

### Tips On Managing Disability In The Workplace



#### • Dedicated Focus

The responsibility of spearheading employment equity and accessibility for persons living with a disability is the most effective way of ensuring that disability mainstreaming is being implemented and consistently being improved upon.

#### • Prioritize accessibility

Apart from the obvious physical fixtures such as floor ramps, toilets, and parking there needs to be a strategy in place to ensure that anyone with a disability is accommodated through technological access and materials such as audio (voice commands) visual aids (subtitles) and braille.

#### • Create Community & Communication

Provision of training for all employees increases awareness and teamwork among employees, hence making it easier for them to support the policy on disability mainstreaming.

## What is

## Disability Mainstreaming Policy



The policy serves to mainstream disability and empower people with disabilities within the Corporation.

Find out more in **chapter 15** of the Internal Policies.

# Training The Disability Mainstreaming Committee



REREC and NUPEA disability mainstreaming Committee members at Naivasha

REREC in conjunction with the Nuclear Power and Energy Agency (NUPEA) and the National Council for Persons Living with Disabilities (NCPWD) organized a Disability Mainstreaming Committee (DMC) training at Naivasha from 28<sup>th</sup> February to 4<sup>th</sup> March 2022. The week long training aimed at underscoring the provisions under REREC disability mainstreaming workplace policy.

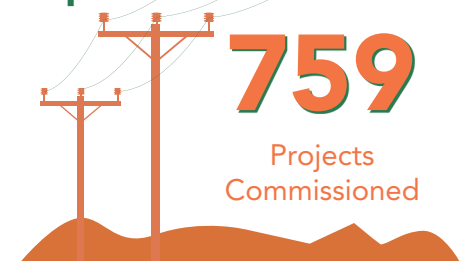
The committee members were trained on enhancing the principle of equal opportunities for all persons such that no deserving persons are discriminated against on the basis of disability or gender, institutionalizing the principle of disability mainstreaming to ensure that opportunities and benefits are equally accessible to both abled and Persons with Disabilities (PwDs), equipping participants with a working knowledge of disability to enable them recognize the discriminatory language and the visual images that help to perpetuate inequality for PwDs among others.

At the end of the training, the DMC formulated an Action Plan of constructive changes which the participants can employ at their work situations and personal lives. These changes will contribute to the

momentum for change in the social, economic, cultural and political position of Persons with disabilities.

On Thursday 3<sup>rd</sup> April, 2022, Mr. Dennis Moturi from NCPWD facilitated an online sensitization for all REREC staff. The sensitization covered the following topics: causes of disability, common stereotypes about people with disabilities and tips on taking care of people with disabilities in the workplace.

## Projects' Progress Report



21 projects were commissioned in the week ending 04/03/2022 in various parts of the country.

The total number of commissioned projects in the current financial year stands at 759 with 953 projects in progress. 186 projects are awaiting either joint inspection, shut down, or commissioning.