

SOCIAL WORK DEPARTMENT
Student Research Brief

Policies for individuals with disabilities Title here

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Introduction

Individuals with disabilities are entitled to rights just like those who don't have disabilities. Over time laws and policies have been put into place to protect those suffering from physical and mental disabilities. These laws are enacted to protect and enforce those with disabilities, so that they are not discriminated against. The Americans with Disabilities Act prohibits discrimination on the basis of disability in employment, state and local government, public accommodations, commercial facilities, transportation, and telecommunications (A Guide to Disability Rights Laws). Another version of this act is also enforced in the U.K. The Disability Discrimination Act of 1995 aims to end the discrimination that many disabled people face. This Act has been significantly extended, by the Disability Discrimination Act of 2005. It now gives disabled people rights in the areas of employment, education, access to goods, facilities and services, and buying or renting land or property, including making it easier for disabled people to rent property and for tenants to make disability-related adaptations (The Disability Discrimination Act)

Summary of Primary Findings

An individual with a disability is a person who has a physical or mental impairment that substantially limits one or more major life activities, has a record of such an impairment, or is regarded as having such an impairment. Those that have physical and mental disabilities have the right not to be discriminated against in the work place, at home and while accessing transportation. These individuals are protected by the Americans with Disabilities Act. This is especially true in the work place. The act

states that it prohibits private employers, state and local governments, employment agencies and labor unions from discriminating against qualified individuals with disabilities in job application procedures, hiring, firing, advancement, compensation, job training, and other terms, conditions, and privileges of employment. When an individual feels that they have been discriminated against complaints must be filed with the U. S. Equal Employment Opportunity Commission within 180 days of the date of discrimination, or 300 days if the charge is filed with a designated state or local fair employment practice agency

DATA AT A GLANCE

In Fiscal Year 2006, EEOC received 15,575 charges of disability discrimination. EEOC resolved 15,045 disability discrimination charges in FY 2006 and recovered \$48.8 million in monetary benefits for charging parties and other aggrieved individuals (The U.S. Equal Employment Opportunity Commission).

(The U.S. Equal Opportunity Commission). The Disability Discrimination Act of the U.K. is similar in its rights to those with disabilities as in the Americans with Disabilities Act. Under the DDA, it is unlawful for employers to discriminate against disabled people for a reason related to their disability, in all aspects of employment, unless this can be justified. The act covers things such as application forms, interview arrangements, job offers, terms of employment, promotion, and transfer or training opportunities. If an

individual feels that they have been discriminated against in the work place they can report this to the Employment Tribunal (The Disability Discrimination Act). (narrative)

Implications for Social Work Practice

Social workers must ensure that individuals who suffer from physical and mental disabilities are receiving the treatment that they are legally entitled to. It is important that when these Individuals that are protected by disability acts are discriminated against that they seek the appropriate sources so these matters are taken care of. Social workers should also make certain that the policies that protect

individuals from discrimination are current and appropriate. (narrative)

10 Recommendations for Practice with Systems of All Sizes

1. Be aware of the policies that affect those with a physical or mental illness.
2. Seek the appropriate change in policies that affect individuals with a mental/physical illness.
3. Ensure that clients are aware of the policies at their work place that are affecting them.
4. Make sure clients are aware of when their rights are being violated.
5. Hold clients place of employment responsible for any discrimination that may occur with the client.
6. Make sure that clients are able to contact the proper sources when they are discriminated against.
7. Educate the local communities about the discrimination that individuals with physical/mental disabilities may face.
8. Make employers aware of the policies that affect those with disabilities.
9. Encourage clients to seek social justice.
10. To connect those individuals with a mental and or physical disability to an environment that is suitable to their illness.

(narrative)

Conclusion

Although discrimination occurs in the work place, in transportation of individuals, access to goods, buying or renting land or property there are policies put into place to stop this discrimination. The Americans with Disabilities Act in the U.S. and the Disability Discrimination Act in the U.K. have been put into effect in order to eliminate the discrimination that has occurred to individuals with physical and or mental disabilities. These policies have been enforced to put an end to this discrimination and to hold those responsible for discriminating accountable for their actions. (narrative)

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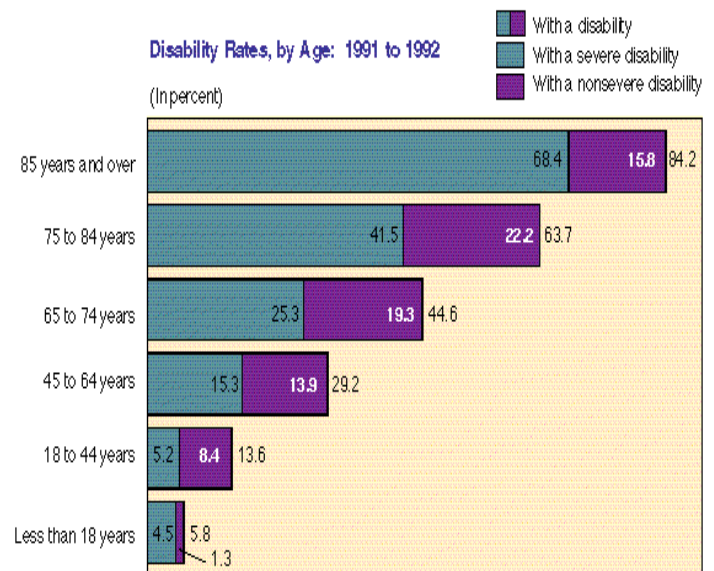
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About the Author

I am currently a student in the BSW program at UTC and will graduate in August 2008. I am also completing my internship at Moccasin Bend Mental Health Institution.



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