

Scenarios to go over with your team and divisions

Mobility

Example Scenario

Evelyn is a wheelchair user who is showing her coworker something on her computer. To see better, Sarah leans on Evelyn's wheelchair and rests her arm on the chair. Evelyn is noticeable uncomfortable with someone leaning on her wheelchair.

What could be done differently?

Sensory disabilities

Jared is in charge of the office retreat and shares a written handout he created for an icebreaker game. Lisa is blind and cannot read the handout and is left wondering what is going on. Everyone around her is laughing at the questions and answers and Lisa feels left out.

What could happen differently?

Speech disabilities

Yvonne is nervous about her job interview. Sometimes her words get jumbled when she tries to convey a message especially in stressful situations. The interviewer looks confused when Yvonne is answering an interview question. He thinks, "Why did she even apply for this job if she can't answer a simple question?"

What could be done differently?

Mental Health/Non-apparent disabilities

Larry was set to give a presentation to his team about a new project. When it came time to do it, Larry's anxiety kicked in and he left the boardroom without saying anything. His supervisor wondered why Larry let everyone down and questioned his upcoming promotion.

What could be done differently?

Randy sees Joan getting out of her car parked in a disability parking space at work. Randy complains about it in the lunchroom. "I don't know why Joan would need to park in that handicapped spot. She must be faking a disability to park closer."

What could be done differently?