



## **Managing Disability in the workplace**

**TYPE:** Short Course

**MODE:** Online

**PRICE:** R900.00 (ZAR)



### **Course Description**

This course provides a comprehensive understanding of disability in the workplace within the South African legislative framework. It examines the definition of disability under the Employment Equity Act (EEA), the Code of Good Practice on the Employment of Persons with Disabilities, and related legislation including POPIA and the Labour Relations Act.

The course emphasises the practical application of reasonable accommodation, non-discrimination, confidentiality, inclusive recruitment practices, performance management, and career advancement. It equips both employers and employees with the knowledge required to promote equality, inclusion, and compliance while maintaining organisational viability.

The focus throughout is on the functional impact of disability in the working environment rather than the medical diagnosis, ensuring a rights-based and practical approach to workplace inclusion.

### **What You Will Learn**

By completing this course, learners will be able to:

- Define disability in terms of South African employment legislation.
- Understand the three legal criteria required to determine disability status.
- Identify employer obligations regarding non-discrimination and affirmative action.
- Explain reasonable accommodation and when it must be provided.
- Apply best practice in recruitment, interviewing, and conditional job offers.
- Understand lawful medical and psychological testing requirements.
- Implement confidentiality measures in compliance with POPIA.
- Manage performance fairly and inclusively.
- Support career advancement and skills development for persons with disabilities.
- Understand the legal risks of non-compliance.

### **Course Content**

The course includes the following key modules:

- Introduction to Disability in the Workplace
- Defining Disability
- Recruitment and Selection
- Reasonable Accommodation
- Medical and Psychological Testing
- Confidentiality and Disclosure
- Performance Management and Career Advancement
- Rights and Responsibilities

### **Who Should Enrol**

This course is suitable for:

- HR practitioners and managers
- Employment Equity committee members
- Line managers and supervisors
- Compliance officers
- Organisational leadership
- Skills development facilitators
- Trade union representatives
- Persons with disabilities seeking to understand their rights
- Students studying HR, labour law, or workplace compliance

It is particularly valuable for designated employers under the Employment Equity Act.

### **Course Completion**

To successfully complete this course, learners must participate in all learning activities and complete the short assessment. Upon completion, learners will receive a **Certificate of Completion**