RESOURCES AND LINKS

This list contains some useful resources and links relating to reasonable adjustment and the employment of people with disabilities.

GENERAL

**Anti-Discrimination Commission (QLD):**
- Discrimination in employment
- Employer’s Toolkit: resources for building an inclusive workplace
- Fact Sheet: Impairment Discrimination
- Fact Sheet: Incapacity and Work
- Fact Sheet: Direct and indirect discrimination
- Fact Sheet: Exemptions
- Fact Sheet: Making a complaint
- Fact Sheet: Vicarious Liability
- Impairment Case Studies

**Australian Human Rights Commission:**
- Access: guidelines & information
- Employment & the Disability Discrimination Act
- Employment page
- Fact Sheet: Disability Discrimination & harassment
- Best Practice Guidelines for recruitment & selection
- Best practice Guidelines for creating a productive workplace
- Disability Standards & Guidelines
- Know your Rights: disability discrimination
- Workers with mental illness: a practical guide for managers

**Australian Network on Disability**
- reasonable Adjustments
- managing someone returning to work
- Manager’s guide: disability in the workplace

**CRS**

**Department of Communities, Child Safety and Disability Services**
- Employment support
- Disability information and support

**Department of Families, Housing, Community Services and Indigenous Affairs:** Employment for people with disability

**Department of Education and Training (Western Australia):** Reasonable Adjustment

**DETE**
- Workforce diversity and equity guidelines
- Disability Service Plan 2011-2014

**Disability Care Australia**

**Disabilities Information Centre**

**Disability Employment Services**
- An Employer’s Guide to Employing someone with a disability
- Jobs in Jeopardy Employer fact Sheet

**Disability Services Australia**
Job Accommodation Network: Effective Accommodation Practices (this is an American site but has excellent disability specific information including suggestions for accommodations)

JobAccess:
- An employer’s guide to employing someone with a disability
- Employment Assistance Fund Fact Sheet
- Employee Assistance Fund Guidelines
- JobAccess Workplace Adjustment Tool
- Jobs in jeopardy employer fact Sheet
- JobAccess Fact Sheet 2
- JobAccess: Disability and work website

Queensland Government
- Absolutely Everybody: whole of government action plan 2011-14
- Community Aids Equipment and Assistive Technologies Initiatives (CAEATI)
- Guide to Attracting and hiring a diverse workforce (PSC)
- Guide to working with people with diverse abilities (PSC)
- Recruiting & retaining a diverse workforce (PSC)
- Subsidies, concession and passes for people with a disability:
  - Taxi Subsidy Scheme
  - Vision Impairment Travel Pass
  - Travel Trainer Pass
  - Translink Access Pass

University of Western Sydney: Education to Employment:
- Information Sheet 7: what are workplace adjustments in graduate employment?
- Information Sheet 11: a ten step plan to negotiating workplace adjustments.

Western Australian DET:
A practical guide to RA in assessment of candidates with disability

DISABILITY SPECIFIC

Autistic Spectrum Disorder
- Job Accommodation Network: Effective accommodation Practices Series: ASD

Acquired Brain Injury
- Effective accommodation Practices Series: brain injuries
- Acquired Brain Injury Services (CRS)

Blind-vision impaired
- Low vision Services
- Low Vision services in Brisbane (QUT Vision Rehabilitation Centre)
- Quantum Technology Sight Support Centre: Sight Support Catalogue
- QLD Vision Initiative Inc.: Information Resources
- The Royal Society for the Blind
- Microsoft Accessibility: Guide for individuals with vision impairment
- Vision Australia
  - Employment Services Client fact Sheet
  - VA employer support and recruitment services
  - VA: working with people with vision loss

Cognitive Impairment
- Job Accommodation Network: Effective accommodation Practices Series: people with cognitive impairment

Deaf - hearing impairment
- Australian Communication Exchange
- AiLive
- Deaf Services QLD
  - Sign on employment
  - Sign on employment catalogue
  - Language Services
  - Video Remote
- Deaf Australia Inc.
- Video Relay Service fact Sheet
- Captioned Telephones Fact Sheet
- Auslan classes
- GoToMeeting
- National Relay Service
- Queensland Government: Videoling

**Epilepsy**
- Epilepsy Action Australia:
  - Seizure Smart – a question of risk
  - Seizure Smart - employment
- Epilepsy Australia: Epilepsy in the Workplace
- Epilepsy Queensland
- Epilepsy Action (UK): epilepsy in the workplace
- Epilepsy Centre: Workplace Safety
- Epilepsy Foundation of Victoria: Workplaces
- Epilepsy Society (UK): employment
- JobAccess: Managing Epilepsy

**Intellectual Impairment**
- Endeavour Foundation
- Effective accommodation Practices Series: intellectual impairment and developmental disabilities
- Working effectively with people with intellectual disabilities (University of Western Sydney)

**Learning Disabilities**
- Effective accommodation Practices Series: learning disabilities and ADHD
- Coping with dyslexia in the workplace
- SPELD: For Employers
- JobAccess: Workplace adjustment -dyslexia
- Department of Health (UK): Reasonable Adjustment for people with learning disability

**Mental Health**
- **Beyond Blue**
  - For organisations and businesses
  - For Managers and Supervisors
  - National Workplace Programme
  - Disclosure of a mental illness in the workplace – a guide for workers and employers
  - Employment Assistance for people with mental illness (DEWAR)
  - Guidelines for organisations: Helping employees successfully return to work following, depression, anxiety or a related mental health problems
- Workers with mental illness: a practical guide for managers (AHRC)
- Job Accommodation Network: Effective accommodation Practices Series: people with anxiety disorders
- Mental Health Services (CRS)

**Physical impairment**
- Cerebral Palsy League
- MS QLD: Working with MS
- MS Australia
- Job Accommodation Network:
  - Effective accommodation Practices Series: people who use wheelchairs
  - Effective accommodation practices series: back conditions
  - Effective accommodation practices series: Multiple Sclerosis
- Spinal Injuries Association
  - Employment Options
  - Equipment hire
- Spinal Cord Injury Network
- QLD Spinal Cord Injuries Service