

Managing Disability in the Workplace

How many in the business community (local or global) have adopted the cultures of **diversity** and **inclusivity**? Often we hear numbers and recurring philanthropic acts from huge organizations covering their Corporate Responsibility objectives in any of these dimensions; Equality, Transparency, Fair Competition, Gender Sensitivity, People with Disability Advocacy, Food and Nutrition, Education, etc. Has the organization (*the Al Naghi Company*) been observing any of these dimensions in the corporate framework too?

Human Resources management of Al Naghi Company created a framework that justifies the observance of equality, transparency, fair competition, and inclusivity cultures accessible for all current and future employees with or without disabilities.



A workplace is a **playground** where everyone gets to explore. The very idea of **“everyone”** is a corporate strategy to include everybody in the process on any operational endeavors in the organization. The objectives do not limit an employee’s potential to develop according to his/her physical ability or the lack thereof. The organization made a huge step in advocating for a welcoming working environment for persons with disabilities. The **Mowaamah Certification** achieved just last year and is continued until today, is the organization’s measurable component in assessing its disability management framework. The social responsibility advocacy aims to strengthen the corporate shared value of the organization to its employees, regardless of disability challenges (psychological or physical) and the communities around it. This would also mean that more social activities are expected to happen every year including health and rehabilitation initiatives, diversity and inclusivity drive, special disability recruitment activities, etc.

What is Disability Management in the Workplace?

This framework is created to provide the organization with guidelines on the management of disability in the workplace by;

- a. Ensuring equal opportunities in recruitment (including retention), appraisals, training and development, adjustments, etc.
- b. Promoting a safe and risk-free environment through its health and safety management framework.
- c. Providing health and rehabilitation engagement such as annual mental and physical health diagnostics, recreation program, etc., and;
- d. Ensure measures and controls against **bullying**, **harassment**, and **discrimination** in the workplace, targeting people with disabilities.

Its application is for all identified employees of the organization with or without disabilities through the;

1. Top Management

2. Human Resources Department
3. Corporate Social Responsibility
4. Health, Safety, and Environment
5. Quality Management
6. All other departments of Al Naghi Company.

What do we have to know more about Disability Management?

The Disability Management framework defined the culture of equality and inclusivity in the organization. Beyond any philanthropic purpose, considering people with disabilities in the workplace is a visionary strategy that promotes diversity and people development. It does not talk about the person’s limitations and preferences, rather, the potential contributions. More so, its **POLICY** aims to;

1. Select leads that will manage and sustain the development of the Disability Management Framework objectives of the organization,
2. Establish awareness to all employees with or without disabilities on the organization’s commitments upon the creation of the Disability Management Framework,
3. Be made available across the business reach of the organization in the Kingdom of Saudi Arabia,
4. Create seamless communication platforms to invite and successfully hired people with disabilities,
5. Establish procedures that will specifically address adjustments to people with disabilities during and after recruitment, induction activities, workplace environments, etc.,
6. Create a conducive environment for employees with disabilities, i.e. in relation to the health and safety programs, rehabilitation initiatives, mental health program initiatives, career development, etc.,
7. Establish a trusting culture of respect, equality, and inclusivity among all employees with or without disabilities eliminating the practice of bullying, discrimination, and harassment across the business reach of the organization,
8. Adhere to the governing rules of the **Saudi Labor Law** and the **International Labor Organization** in employing people with or without disabilities,
9. Establish procedures for continual improvement of the Disability Management Framework, and;
10. Develop an opportunity support plan to sustain the Disability Management Program of the Organization.

How are these policy provisions are manifested?

The governance of these policies are divided into indices;

1. Corporate Commitment
2. Technical Know-how
3. Recruitment
4. HR
5. Communication
6. Facility
7. IT

These indices have identified leads who direct and develop objectives subject to the disability management’s continual improvement. The success of the program is dependent on the coherence of each objective and the strategies involve in the process. This welcoming development is part of the organization’s commitment to protect and sustain its culture of equality, diversity, and inclusivity.

