

# BONNES PRATIQUES 'HOW CAN EVERYONE PREPARE TO BEST ACCOMMODATE COLLEAGUES WITH DISABILITIES?'

**Nom de l'entreprise :** Grant Thornton Luxembourg

**Secteur d'activité :** Autres activités de services

**Catégorie de l'entreprise :** Grande Entreprise

## Description de l'action

This action will include a panel of speakers with both experts in the field and people with disabilities. It will touch on many different topics such as recruitment, integration as well as how best to accommodate people with disabilities in a team

## Contexte

We have chosen the date of our event (10.12.2024) specifically to be as close as possible to the International Day of Persons with Disabilities (3rd of December), in the hope to raise awareness to the cause.

## Objectifs

To raise awareness on this issue and hopefully change some of the narrative behind people with disabilities. The session provided valuable insights on how we can create a more inclusive environment and ensure that individuals with disabilities feel supported, valued, and able to thrive in their roles.

## Approche

Organization of an internal two hours events with speakers from Info Handicap and Mrs Katrin Kohl, a paralympic athlete

## Impact

The impact we hope to make is to change the perception of our staff towards people with disabilities as well as be prepared if one day we hire a disable person.

## « A faire »

Clearly express its openness within the company. Constantly convey an openness to dialogue. Adapt the workstation to the needs expressed by the employee, and involve the entire team in this adaptation.

## « Ne pas faire »

Forcing people to disclose their disability, assuming what their needs and expectations will be.

