



IPC ATHLETE CAREER PROGRAMME
In Cooperation with Adecco Group

Benefits of an inclusive workforce – Get involved with the IPC Athlete Career Programme

More than 1 billion people, or about 15 per cent of the world's population, live with some kind of an impairment. Organisations who realize this are creating a shift in their views and strategies on inclusion. They realize that inclusion is more than just being a good corporate citizen. It means diversifying the workforce and gain access to new a customer and client base. By better understanding the needs of people with an impairment, companies can expand their market share and tap into a new pool of potential customers with an important purchasing power. By employing people with an impairment companies can enhance retention, innovation and productivity to drive business performance.

Education and technology are two important tools for any person but in particular for people with an impairment. But the most important thing is for companies is to see the person and what he or she can do and to give everyone a chance to succeed in the labour market. A great testimonial is giving by Teresa Perales, Paralympian and Member of the IPC Athletes' Commission. Listen to what she has to say: <http://fundacionadecco.org/versioningles.mp4>

Below you can find some main supporting documents that will provide information and tools to better understand how in your organization, you can remove existing barriers and start engaging with Paralympic athletes, peers, clients and other organisations to become a more inclusive and successful organization.

- > **Managing Disability in the workplace** – The ILO Code of Practice code has been drawn up to guide employers – be they large, medium-sized in developing or highly industrialized countries – to adopt a positive strategy in managing disability related issues in the workplace.
- > **Four ways to be inclusive** – Tips to be respectful of people with differing abilities
- > **Accessibility Guide for companies** – A guide that helps you think inclusive from the very moment you start planning your company buildings, facilities, and surroundings.
- > **Accessible Facilities Checklist** – A checklist of leading practices for setting up a disabilities-friendly work environment
- > **Getting support, supporting others: a handbook for working with non-visible disabilities** – A handbook for people with disabilities, for an organisation's HR or accommodations support team, and for supervisors and coworkers. It's intended to help people think through some of the challenges, especially the interpersonal issues, around disclosure and non-visible disabilities.
- > **Communicating effectively with people who are deaf or hard of hearing. Practical tips for everyday communications** – A guide which gives some practical tips on the best way to communicate with people who are facing challenges in hearing.