

Handouts

Role cards:

Applicant 1:

You are a hard-of-hearing person. You lip read well in good lighting conditions. You always check that you understand what is being said by asking, for example, "Am I right in understanding that...?" In order to work effectively in the organisation, you will need an induction loop in the meeting room (a wire that helps to transmit sounds directly to a hearing aid), a phone with volume amplifier and a light alarm or text-telephone.

Think about what you will need to ask for in the interview and how you will do so.

Applicant 2:

You are a deaf person and use sign language. For the interview, you need to be accompanied by an interpreter and this will mean that you will need extra time for the interview. In the workplace you will need a text-telephone (a Tele Typewriter – a device that uses text instead of voice to communicate via telephone lines) and/or text relay service (an operator service that allows people who are deaf, hard-of-hearing, speech-disabled, or deafblind to place calls to standard telephone users via a keyboard or assistive device) to enable you to communicate with customers.

Think about what you will need to ask for in the interview and how you will do so.

Note: You will need to ask one of the other participants to be your interpreter.

Applicant 3:

You are a blind person and need to be accompanied by an assistant whose travel expenses (to the interview) must be paid by the employer. In the workplace you will need a computer with a special keyboard and software that "speaks" the text on the screen to you. To be able to get around, you will need to bring your guide dog. You know that employers may be reluctant to employ you because of the cost and availability of the technological support you will need.

Think about what you will need to ask for in the interview and how you will do so.

Note: You will need to ask one of the other participants to accompany you.

Applicant 4:

You are a person using a wheelchair. You need the building to be accessible, with nearby parking, and you will need all doorways, elevators, toilets, offices and common areas to be accessible for a wheelchair. If there are steps leading to any of these you will need ramps installing. You will also need a modified workspace with a desk that allows a wheelchair to fit underneath it.

Think about what you will need to ask for in the interview and how you will do so.

Applicant 5:

You are a person with dyslexia and you are applying for a job which will involve a certain amount of reading and letter writing. You have excellent qualifications for the job, including being able to read and write very well, but you find it difficult to work in noisy or stressful situations and within short deadlines. You ask for more time to complete the letter writing test that you are expected to complete as part of the application process.

Think about what you will need to ask for in the interview and how you will do so.

Employers' role cards:

Employer 1:

You will be interviewing a hard-of-hearing person. You talk to the interviewee with your mouth half shut, look away frequently and sit in a badly lit place so that it is hard to see your mouth clearly. Talk fast and be impatient and unwilling to answer the questions of clarification put by the applicant. When s/he asks you to repeat something, do so reluctantly, and in an exaggerated way, giving the impression that the applicant was stupid not to understand it first time round.

Think about the questions you might want to ask the applicant at interview.

Employer 2:

You will be interviewing someone who is completely deaf and you will communicate with them through an interpreter. In the interview you address remarks to the interpreter, not to the applicant. You are in a hurry and do not want to waste too much time waiting while your speech is interpreted or while the applicant is communicating his/her comments to the interpreter. You often interrupt the deaf person at these moments. You cannot understand how a deaf person will be able to communicate with the customers and you think that the sign language interpretation at the interview is a waste of time. You also believe that the deaf person will always need a sign language interpreter in the workplace - though he/she will deny it - and you do not want an extra person in the office.

Think about the questions you might want to ask the applicant at interview.

Employer 3:

You will be interviewing a blind person and you cannot see that someone who is blind is at all suitable for the job. You are sure that the technology required will be too costly and, anyway, could not compensate for the disability of being blind. You are also concerned that other staff will not be able to communicate with him/her.

Think about the questions you might want to ask the applicant at interview.

Employer 4:

You will be interviewing a person in a wheelchair. They will ask about wheelchair access and your building is not at all suitable for wheelchairs. You know that it would be too expensive to make the necessary adaptations but you will try not to use this as a reason because you know that it is illegal to discriminate against a candidate simply because they are disabled. You will try to find other excuses and reasons, although you really believe that this candidate is very suitable for the job.

Think about the questions you might want to ask the applicant at interview.

Employer 5:

You will be interviewing a person with dyslexia and you are irritated by their extra demands. All applicants have been given a test of their letter writing ability and you are not prepared to accept that this applicant should be given any longer to complete the task. You think that if they are not able to write a letter in the given time and under the same conditions as everyone else, they should not be given the job.

Think about the questions you might want to ask the applicant at interview.