

MANAGING DISABILITY IN THE WORKPLACE POLICY

Policy Statement

The creation of the Disability Management framework defines 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, this policy aims to;

- 2.1. Select leads that will manage and sustain the development of the Disability Management Framework objectives of the organization,
- 2.2. Establish awareness to all employees with or without disabilities on the organization's commitments upon the creation of the Disability Management Framework,
- 2.3. Be made available across the business reach of the organization in the Kingdom of Saudi Arabia,
- 2.4. Create seamless communication platforms to invite and successfully hired people with disabilities,
- 2.5. Establish procedures that will specifically address adjustments to people with disabilities during and after recruitment, induction activities, workplace environments, etc.,
- 2.6. 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.,
- 2.7. 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,
- 2.8. Adhere to the governing rules of the Saudi Labor Law and the International Labor Organization in employing people with or without disabilities,
- 2.9. Establish procedures for continual improvement of the Disability Management Framework, and;
- 2.10. Develop an opportunity support plan to sustain the Disability Management Program of the Organization.

