

## Employment E-Brief No. 103

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### BLIND WORKER WINS DISABILITY DISCRIMINATION CLAIM

An advertising agency employed an individual who was totally blind, but was ill prepared for her arrival and gave her nothing to do for two years.

Equipment needed to do the job was not available, and no action plan for the commencement of their employment was provided, nor was training given to staff on disability discrimination. The agency was aware of her training needs, but failed to address them.

The individual remained employed for two years and eventually resigned. She successfully claimed disability discrimination.

This case is a timely reminder of the potentially serious risks run by both employer and employee if normal recruitment procedures are not followed. Tellingly, the Court of Appeal said "Good intentions and praiseworthy initiatives may pave the path to the Employment Tribunal".

Employers who recruit disabled people must appreciate therefore that that recruitment is the start of the process. All adjustments that are required and reasonable must also be made in order to avoid discrimination.

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