

REASONABLE WORKPLACE ACCOMMODATIONS FOR PERSONS WITH ALBINISM



WHAT IS ALBINISM?

This guide outlines essential considerations to create an inclusive and accessible environment for blind and partially sighted persons in workplaces, government spaces, and meetings.

Albinism is a rare genetic condition that reduces the production of Melanin. Persons with Albinism may experience:

- Low vision and sensitivity to light (*photophobia*)
- Increased skin sensitivity to the sun
- Other health-related challenges

Employers and organisations can provide reasonable accommodations to create safe, accessible, and inclusive environments.

1. ACCESSIBLE DOCUMENTS AND ASSISTIVE TECHNOLOGY:

Employees with Albinism often experience low vision and may require alternative formats or assistive technology to perform effectively.

- Install accessibility software such as JAWS (screen reader) and Magnify (screen magnifier).
- Provide large print materials for education, training, and workplace use.
- **Presentations:** The organisation should have the option available to have presentation in printed format.
- **Reading time:** Allow extra time for reviewing long or complex documents to reduce eye strain.
- Offer signature guides for Blind and partially sighted persons when signing documents.
- **Supply assistive devices:**
 - Magnifiers for reading small print
 - Computer screen filters to reduce glare
 - Use of built-in accessibility features (e.g., magnifier tools)

2. STEPS AND STAIRCASES:

Mobility in the workplace should consider visual accessibility.

- Place clear, visible warning signs such as **“Please mind the step”** at staircases and steps.
- Ensure high-contrast markings on stair edges to assist with visibility.



Example of good colour contrast on steps for persons with vision impairments

3. WORKPLACE AND ENVIRONMENT ACCESSIBILITY:

Workspaces should reduce glare and minimise health risks from sun exposure.

- **Lighting:** Adjust the room or environment lighting by adjusting the blinds, anti-glare filters and avoiding direct glare from windows and fluorescent lights.
- **Computer Screens:** Can be a source of glare and discomfort for persons with albinism. Employers should provide computer screen filters to reduce glare and visual discomfort.
- **Sun Exposure:**
 - Position desks away from direct sunlight and use blinds or covers to protect skin.
 - Outdoor work tasks: Do not assign tasks requiring extended sun exposure exclusively to employees with Albinism.
 - Outdoor events: For work-related or social activities held outdoors, ensure the venue has adequate shade and coverings to accommodate employees with Albinism.
- **Breaks:** Persons with Albinism often need to take breaks to rest their eyes and reduce fatigue. Implement and encourage regular breaks/ flexible work schedules or allow for telework (working from home) to accommodate visual needs and sensitivity, from visually demanding tasks to prevent eye strain.
- **Accessible workstations:** Provide adjustable desks, chairs, and other equipment to make it easier for employees with albinism to work comfortably.
- **Cleaning Products:** Ask employees with albinism before using new or strong cleaning products to avoid skin reactions, as some persons may have skin sensitivities.

4. GUIDANCE & RESPECTFUL LANGUAGE:

Workplace culture should promote dignity, inclusion, and awareness.

- **Use person-first language:** “Persons with Albinism” (not “Albino people”).
- Promote dignity, inclusion, and awareness in all communications.

By providing these reasonable workplace accommodations, employers not only comply with legal obligations but also foster inclusion, safety, and productivity. Ensuring that employees with Albinism have the right tools, environments, and support systems in place benefits the individual, their team, and the organisation as a whole.

The NCPD offers various workplace services, including: Recruitment & Placement, Reasonable Accommodation, Workplace Policies, Disclosure Support, Assistive Devices, Womens Programmes, and Enterprise Development.

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