

BULLYING HAS NO PLACE IN THE WORKPLACE



A respectful workplace is an inclusive and productive workplace.

EXAMPLES OF BULLYING AGAINST PERSONS WHO HAVE HEARING IMPAIRMENT

- Mocking of hearing devices, speech or communication methods
- Being ignored or excluded from conversations, meetings, or social activities
- Negative comments about requesting captions, interpreters or other accommodations
- Being labelled as incompetent because of communication barriers
- Deliberately withholding important information
- Jokes or comments that undermine dignity and self-esteem.

WHAT EMPLOYERS MUST DO

- **ZERO TOLERANCE**

Have a clear policy that bullying, harassment and discrimination will not be tolerated.

- **AWARENESS & TRAINING**

Educate all employees on hearing impairment, communication etiquette, inclusion, and disability rights.

- **REASONABLE ACCOMMODATION**

Provide access to captions, assistive listening devices, written information, interpreters, and other supports.

- **SAFE REPORTING**

Ensure confidential, accessible and retaliation-free reporting channels

- **PROMPT ACTION**

Investigate all complaints fairly and take appropriate action.

WHAT COLLEAGUES MUST DO

- Face the person when speaking
- Speak clearly without shouting or exaggerating
- Do not cover your mouth
- Use captions in meetings and online calls
- Include colleagues with hearing impairments in discussions and informal interactions
- Ask what communication methods work best.

WE ALL HAVE A ROLE

Inclusion is not a favour.

It is a right

Respect is everyone's responsibility

**A HEARING IMPAIRMENT SHOULD NEVER BE A REASON
FOR EXCLUSION, RIDICULE OR DISCRIMINATION**

Contact the NCPD: _____

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Visit our websites: www.ncpd.org.za | www.casualday.co.za

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NCPD
National Council of & for
Persons with Disabilities

Casual Day
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