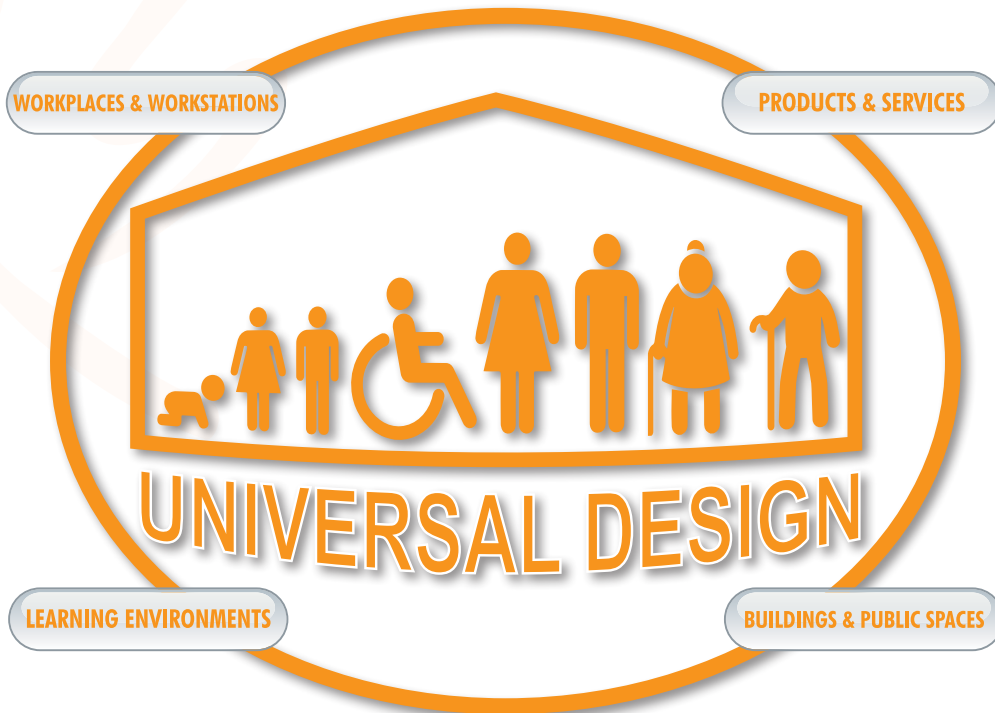





Universal Design

UNIVERSAL DESIGN (U.D.) is the design of products, environments, programs and services to be usable by all people without the need for adaptation. Much more than a barrier-free design, U.D. is based on accommodating for the diversity of human characteristics within the population as a whole.



FLEXIBILITY is a MAJOR principle of UNIVERSAL DESIGN

-  **How** work is performed
(e.g., allowing cashiers to sit or stand)
-  **When** work is performed
(e.g., flexible scheduling, compressed work week)
-  **Where** work is performed
(e.g., remote work locations)

DESIGN FOR EVERYONE

Employers should strive to incorporate U.D. principles as much as possible to make work environments accessible, inclusive and productive.

U.D. aims to increase workplace well-being and engagement for everyone.

Ron Mace, from website: drc.arizona.edu/workplace-access/universal-design-workplace. Ron Mace spearheaded the paradigm shift towards U.D.

The Center for Universal Design, College of Design, North Carolina State University, North Carolina, USA in TOOLKIT:

Key indicators of accessibility - Reporting on the UN CRPD, prepared by the Global Alliance on Accessible Technologies and Environments (GAATES), 2015.



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HIRE for TALENT has made every effort to use the most respectful words possible while writing these materials. We realize, however, that the most appropriate terminology may change over time. We developed these materials with the intent to respect the dignity and inherent rights of all individuals.

Universal Design Accessibility Concepts

U.D. is an ongoing process that builds adaptive, resilient, and inclusive workplaces.

Physical accessibility:
ramps, ergonomics, work stations

Systemic accessibility:
workplace accommodation policies, protocols, flexibilities

Leadership/interactional competencies:
cultural agility, emotional intelligence

Work culture accessibility:
inclusiveness, employee well-being, employee resource groups



PHYSICAL ENVIRONMENT

- Zero step entries
- Automatic door openers
- Wider doorways and hallways



WORKSTATIONS

- Adjustable desks
- Modular furniture



TOOLS AND TECHNOLOGY

- Captioning
- Speech to text software

Applications in the workplace

Implementation of the National Standard on Psychological Health and Safety in the Workplace is linked to Canadian accessibility legislation. This Standard increases workplace well-being and engagement for all workers.

Applying U.D. principles makes workplaces more inclusive. Applying these principles on behalf of **ALL EMPLOYEES** fosters innovation and builds business capacity. Systematically inclusive workplaces yield more benefits than simply including people with disabilities.

Workplace Diversity Strategies: Utilizing Universal Design to Build an Inclusive Organization, Sean McEwen - Calgary Alternative Employment Services. PowerPoint. www.calgaryemploymentfirst.ca



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