



Please just listen."

Person with Disability



I worry about being put in the 'too hard' basket if I did raise workplace adjustments."

Person with Disability



AUSTRALIAN DISABILITY NETWORK

# Workplace Adjustments Report

Workplace adjustments are changes to a work process, practice, procedure or environment that enables a job seeker or employee with disability to perform the essential requirements of their role.



Not being believed, even when "they are bending over backwards and maybe even damaging their own wellbeing trying to fit themselves to your fixed ways of working"

Person with Disability



We are not doing something special for [employees with disability]. We're just doing what needs to be done....."

Employer Organisation



## Research participants

### 2 Surveys

**388**  
People with  
disability.

**180**  
Australian  
organisations.

### Indepth Interviews

**10**  
People with  
disability.

**2**  
Focus groups  
Organisations  
and subject  
matter experts.

**16**  
Organisational  
representatives.

## The study identified three overarching themes

### Process

Workplace behaviours  
based on organisations'  
workplace adjustments  
policies and practices.

### Proactivity

Taking on the  
responsibilities of ensuring  
fair and equitable  
workplaces and experiences  
for all jobseekers and  
employees with disability.

### Attitudes

Conscious and  
unconscious  
perspectives, beliefs,  
values and feelings  
about disability.



**84%** Of organisations  
consider an increase  
to a broader talent  
pool as one of the  
great benefits of  
workplace  
adjustments.



**46%** Of people with  
disability have  
experienced increased  
job satisfaction as a  
result of receiving  
workplace  
adjustments.



**40%** Of people with disability  
experienced decreased  
job satisfaction as a  
result of not receiving  
workplace adjustments.



# We asked people with disability if they had requested Workplace Adjustments in the past 2 years

## Reasons why people did not request workplace adjustments

### People who have requested Workplace adjustment

### Lack of awareness by employees with disability about policy and process

29% did not know if they were eligible.

23% did not know their employer's workplace adjustment policy or where to find information.

### Fear of stigma

56% fear being treated differently by their managers or colleagues.

45% are worried about their co-workers' attitudes towards them.

### Rejection

18% had their request for adjustments refused or not processed.

8% were told there was no money available to pay for the adjustments.

### Lack of awareness by managers and Human Resources about policy and process

19% have managers who are unaware of their organisation's workplace adjustment policy.

16% have Human Resource departments unaware of their organisation's workplace adjustment policy.

### 15% said...

none of their adjustments are in place.

### 7%...

gave "other" responses.

### 10% said...

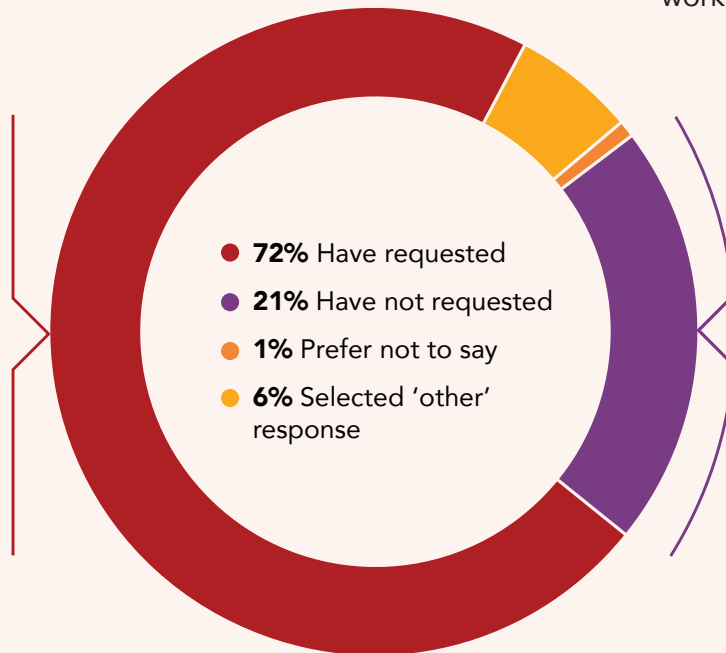
their adjustments need to be reviewed.

### 34% said...

only some of the adjustments have been implemented.

### 34% said...

their adjustments are in place and working well.



### Impacts of receiving good support to implement workplace adjustments



Improved physical, mental and emotional health.



Makes it possible to be 'authentic self' at work.



Increased loyalty, productivity, and contribution at work, leading to greater job satisfaction and promotion opportunities.

### Impact of receiving little to no support to implement workplace adjustments



Feeling "daunted", isolated and rejected.



Experiencing the workplace as a psychologically unsafe place to share information about disability.



Disempowerment and having no way to challenge unfair decisions.



Despair and resignation – "masking" in order to cope, or leaving their job.



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