

# DISABILITY HISTORY MONTH 2021

22 November - 22 December

Unite celebrates the contributions of disabled activists in the trade union movement and the wider society; Achieving Disability Equality at work and society as a whole by Advocating and Practising the Social Model of Disability.

**Disability History Month is a time to reflect on the past achievements and challenges faced by disabled people, it's time to draw attention to new and ongoing issues in order to bring about positive change.**



*Fighting for* **JOBS · PAY · CONDITIONS**

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**“DISABLED WORKERS EQUALITY IS A COLLECTIVE TRADE UNION ISSUE” and Unite campaigns for:**

## REASONABLE ADJUSTMENTS AND DISABILITY PASSPORTS

- Make sure employers create an environment where members feel confident to disclose their disability and ask for adjustments without fear of reprisal.
- Negotiate above the minimum standards outlined in the legislation.
- Actively involve disabled members in establishing the improvements and changes necessary for the inclusion and well-being at work.
- Review all policies and practices to ensure they follow the social model of disability.
- Negotiate for training of all staff including managers to remove stigmatisation of disabled workers.
- Ensure employers address the causes of many conditions such as mental health in their policies and practices and wherever possible remove the causes.

Decent work and income; and full support for disabled people  
in work and when unable to work

**Fit the job to the worker, not the worker to the job**

### **It's time for Equality**

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