

Appendix C

Optional Exercise

APPLIED LEARNING CASE STUDIES

CASE STUDY 1: Lars

Lars is employed in a large corporation as an assembly-line worker. He has cerebral palsy and his speech is sometimes slow and laboured. He maintains an exceptional working relationship with his supervisor and they speak frequently during the course of the day. Lars frequently engages in conversation with other workers on the line. Recently, he has noticed that two older men who work behind him often make fun of the way he talks and mimic parts of his conversation. On two occasions, he has attempted to address it with them but they simply mimic his style of talking and walk away laughing. Recently he has noticed that others have stopped talking to him.

CASE STUDY 2: Camilla

Camilla is responsible for posting two new jobs for her company. She works in human resources. The one job is for a data processor and she has recycled an old job posting for that position. The other job is for a front gate guard position. The job simply requires sitting in a traffic booth for 8 hours and screening people's security passes as they approach. She listed the major job duties and put in a requirement that the individual have a high school diploma and a valid driver's license even though the job only requires reading at a Grade Six Level and does not require the individual to drive a vehicle.

CASE STUDY 3: Genevieve

Genevieve has worked for Corporation XYZ for 10 years in the same capacity. She is well-liked by her peers and been documented as a highly effective and productive employee. Genevieve has a chronic back problem. She noticed a posting for a job promotion that she is well-suited for given her skills set and approached the supervisor for the new position to express her interest in applying. The supervisor laughed and told her she did not have the stamina for the position and further that folks with disabilities need not apply as it required being on call 24/7.

CASE STUDY 4: Toma

Toma is an individual with mental retardation who works as a janitor's assistant at a fast food establishment. Toma has a job coach and participates every year in the Special Olympics. Toma hung a poster (with his supervisor's approval) soliciting sponsors for a walk-a-thon he was going to participate in to raise money for the Special Olympics. One of his co-workers upon seeing the sign tore it down and told him "no one wants to sponsor a bunch of retards to do something they can't really do anyway". He then spoke to his two buddies in the back and told them to tell Toma the same.