

How to Deal With Discrimination For Being Blind in The Workplace

Fair discrimination is generally allowed when it is based on affirmative action

Discrimination according to productivity

Discrimination set out by law

Unfair discrimination

All persons are considered equal under the law, and any discrimination according to race, gender, state of pregnancy, sexual orientation, social origin, disability.

Although almost 20 years have passed since the introduction of South African anti-discrimination laws, people are still being discriminated against in the workplace, including blind people in the workplace. Currently SA has laws in place to help prevent discrimination from happening, but mankind is far from getting this right.

Causes of discrimination against blind people and visually impaired people in the workplace:

Ignorance of blindness and how the blind person is able to function in the workplace is one of the causes of discrimination against blind or visually impaired persons. Through training of the staff this can be drastically reduced as people start to understand how the person is different, but still capable.

Training should be on the basic needs of the blind eg. talking and touch, are important methods of communication and aid in orientating them to the surroundings.

Zero tolerance to bullying and harassment of any person on staff in the workplace

Types of discrimination against people in the workplace:

Salary discrimination where the person is equally competent and equipped and experienced.

General discrimination: talking to or treating another person badly because of their disability

What to do if you feel discriminated against:

First contact the manager and try to resolve the issues internally, make sure that the accusation is justified.

Contact the SANCB or institution for the blind who can mediate for you

Legal issues can be settled at the CCMA