


Disability network



Aim 4: To develop our collaborators' abilities and encourage equal opportunities

> **Action 4.6:** To implement a disabled person's section in our HR policy

 **Entity:** Bouygues Bâtiment Ile-de-France

 **Operational Units:** All

Action Presentation

> **Objective:** To become more aware of the disability situation.

> **Description:**



In terms of implementing a "Disability" section in the HR policy, Bouygues Bâtiment Ile-de-France proposes a course enabling participants to better understand the characteristics and differences surrounding disability so that they can use this in the workplace.


This course will be offered along side an Equal Opportunities day organised by Bouygues Construction.

2 sessions tests will be organised for the last quarter of 2008 with the collaborators of the HR & Communication department, the Operational Units HR department and/or Disability Correspondents and Disability Intermediaries.


For future deployment : HR & Operational collaborators from Bouygues Bâtiment Ile-de-France will be involved with disabled employees (Disabled Managers and Intermediaries in particular).

Programme (one day) :

- Disability and diversity, representations about disability.
- The principle of reasonable compensation.
- Regulatory tools – but is it really disability ?
- The CREA² method (*Compétences, Risques, Enjeux et Accompagnement* – Ability, Risks, Problem and Support).
- The position/disability compatibility, using logical evidence.
- Managing disabled employees, what about undeclared employees ?
- Specific communication.

 **Partner:** TH Conseil

 **Launch date:** 2 sessions tests in September and October 2008

 **Indicator(s):** Not disclosed