

## HandiTour



### **Aim 4: Develop our employees' skills and promote equal opportunity**

> Action 4.6: Introduce a section on employees with disabilities in our HR policy



**Entity:** Bouygues Entreprises France-Europe



**Operational unit:** DV Construction

## Overview of the Initiative

> **Objective:** to change our view of disability via local initiatives in the field.

> **Description:**



Launched at the initiative of DV CONSTRUCTION's Disability steering committee, HandiTour is a new means of talking about handicaps. HandiTour is organized in the form of a grand tour, covering the entire DV territory, with stops at numerous sites and branch offices. Some twenty dates are scheduled between now and April 2009.

HandiTour began on 15 December 2008 with the first stop at La Réole.

### **Changing our view on handicap**

The aim of HandiTour is particularly ambitious. The initiative must allow team personnel to raise the subject more simply, but also modify our view of disability by taking the taboo out of the issue. What is a handicap? What forms can handicaps take? What can the company do? Etc. A workshop based on personal statements, interaction and exchange was organized to answer these questions (approx. 1 hour).

All those present at the different stops will be actively involved, and the level of participation of personnel will be used as the key indicator.



**Possible partner(s):** None

**Start date:** December 2008

**Cost of the initiative:** Not given

**Indicator:** The number of personnel reached (target: 90% of DV construction personnel informed)

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