

An inclusive workplace

Student name _____

Class · period _____

Due date _____

THE SCENARIO

You are the manager of a company that just hired a Deaf employee. Your job is to make sure this employee feels welcome, supported, and fully included in the workplace. This assignment will help you explore how to create an accessible and inclusive environment.

YOUR TASK

Design a plan that addresses all five points below.

01 Inclusion strategy

- | How will you make sure the Deaf employee is included in daily operations?
- | Will you educate your staff or hold training sessions about Deaf culture and communication?

02 Communication access

- | How will you provide interpreting services (e.g., VRI, in-person interpreters, captioning)?
- | When will interpreters be needed (meetings, phone calls, presentations, etc.)?

03 ASL education

- | Will you offer ASL classes for coworkers?
- | Who will teach them, and why is it important to provide this training?

04 Workplace accommodations

- | What accommodations will you provide (visual alerts, videophones, captioned videos, etc.)?
- | How will emergency procedures be adapted for Deaf employees?

05 Budget and cost

- | Estimate the cost of interpreters, ASL training, technology, and other accommodations.
- | Are these one-time or ongoing costs?
- | How will you fund these accommodations (HR budget, grants, etc.)?

FORMAT OPTIONS

Choose one.

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- ☐ Written proposal (1–2 pages)
 - ☐ Slideshow presentation (5–8 slides)
 - ☐ Video presentation (2–3 minutes, signed or spoken)
 - ☐ Poster or infographic (visual representation with text descriptions)

OPTIONAL EXTENSION

Extra credit.

RESEARCH TASK

Research a real company that employs Deaf individuals and describe how they promote inclusion and accessibility.

GRADING RUBRIC

Clear inclusion strategy	10
Communication access plan	10
ASL training component	10
Accommodations listed	10
Budget and justification	10
Creativity and presentation	5
Grammar and clarity (if written)	5
Total	60