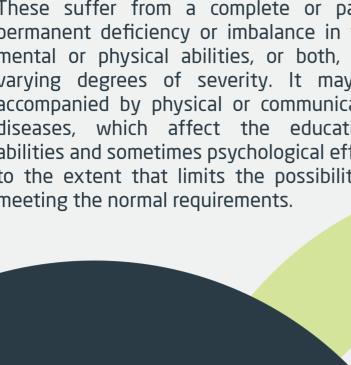
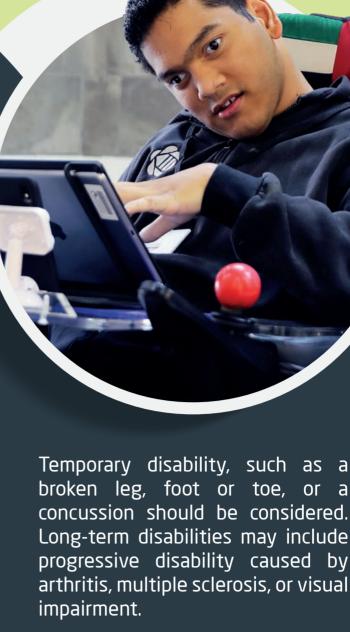


who need assistance because of a disability that limits their intellectual and/or physical abilities. Disability may be due to genetic causes, or it may occur during the birth process, or later in a person's life as a result of disease or accident. These suffer from a complete or partial permanent deficiency or imbalance in their mental or physical abilities, or both, with varying degrees of severity. It may be accompanied by physical or communicative diseases, which affect the educational abilities and sometimes psychological effects to the extent that limits the possibility of

"People of Determination" (POD) is a term used in the field of clinical diagnosis and functional development to describe people

meeting the normal requirements. Disability





disabilities. lt is important to consider, the presence of more than one disability in the individual. disability person's

the

case

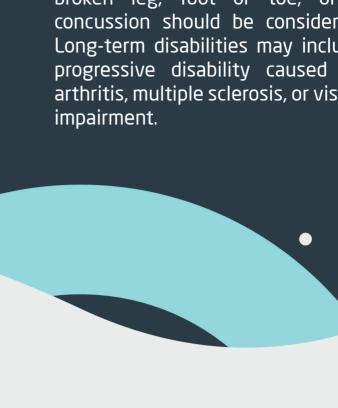
The degree of impact of a disability on an individual's life varies from mild to severe. Sometimes the disability is not as visible as some cognitive disabilities, but in other times the disability is visible, as is

some

physical

necessarily a clear indication of his or her needs, as two people with the same disability may have different requirements. Therefore, it is best to check with the concerned persons and their families about their requirements in order to find workable solutions tailored to them.

Examples of types of disability



Speech Mental illness/mental impairment disability limited or difficult-toa psychiatric medical disability



patterns

Deafness

hearing loss

refers to complete

understand speech





Epilepsy It is a term that refers to several physical disorders characterized

by electrical disturbances in the

central nervous system and

usually appear in the form of seizures and involuntary muscle

impairment, or a

impairment in the brain

resulting from a biological,

physiological, or psychological

chemical

Hearing impairment

Refers to partial hearing loss,

ranging from mild to severe

weakness

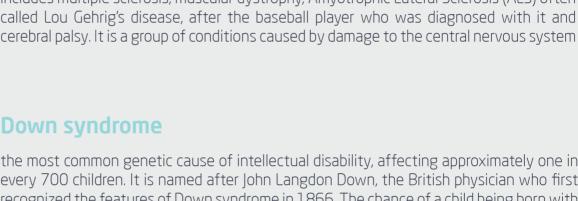


Down syndrome the most common genetic cause of intellectual disability, affecting approximately one in every 700 children. It is named after John Langdon Down, the British physician who first recognized the features of Down syndrome in 1866. The chance of a child being born with Down syndrome increases with the age of the mother, 1 in every 1,000 births to a woman

over 42 years old

Paralysis/spinal cord injuries

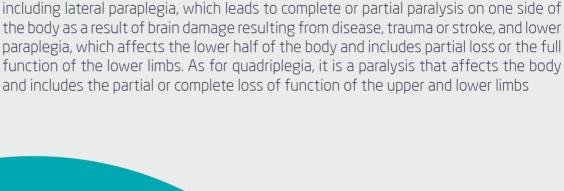
Motor disability



under the age of 30, 1 in every 400 births to a woman over 35, and 1 in 60 to a woman

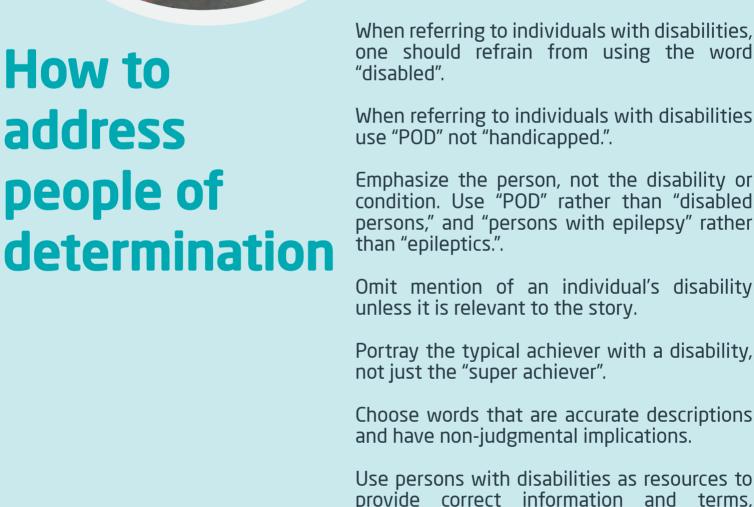
contractions includes multiple sclerosis, muscular dystrophy, Amyotrophic Lateral Sclerosis (ALS) often called Lou Gehrig's disease, after the baseball player who was diagnosed with it and







When referring to individuals with disabilities, one should refrain from using the word "disabled". When referring to individuals with disabilities use "POD" not "handicapped.".



Do Not Use

Person with a determination

particularly to avoid stereotypes in the media.

Use instead

Person has

A person with

determination

person without a disability

Afflicted with Crippled Invalid

Normal

person with a **Patient** disability

POD live everyday lives and should be treated and described as contributing members

Describe PODs as experiencing the same pain/pleasure that others derive from everyday life, e.g., work, school, parenting, education, sports and community

Feature a variety of POD when possible, not just someone easily recognized by the

Portray employees/employers with disabilities working together and all POD as any

other person in the community with both strengths and weaknesses.

of the community. These representations should include:



Victim

Suffering From









How to deal with people of

determination





involvement.

general public.

work.





Putting occupational safety and health signs printed in large letters in well-lit and easily accessible locations, and providing signs in

In the event of a hearing impairment, systems are provided with visual signals to warn of dangers, such as lamps that light up

Procedures must consider the possible slow

encouraged to prepare a list of medications, allergies, and equipment, and write down the names, addresses, and contact numbers of doctors, pharmacies, family members, friends,

movement of persons with disabilities.

and any other important information.

Staff, students, and their families

touch-readable letters if necessary.

automatically.

We encourage schools and employers to make reasonable adjustments to consider the needs of people of determination. A reasonable modification is to change or build on a physical structure, provide a tool or service, or change or achieve flexibility in policies or procedures, in a way that makes it possible for people of determination to work or participate and benefit from facilities, services and programs in the place of study and

The goal of reasonable adjustment is to reduce the impact of the disability, and thus increase the person's ability to perform basic work tasks. A reasonable modification will not impose financial or operational burdens on the employer or schools, or change the essential nature of the job, service, product or program. The need to make reasonable adjustments to enable people of determination to enjoy equal opportunities often appears to employers and schools to be more challenging than it really is, because the

required adjustments are not as difficult to implement as many employers imagine.

Work-related control measures can include the

includes the following reasonable adjustments, but is not limited to:

Prepare existing equipment or provide new

equipment, including chairs, desks, computers, vehicles, and computer

hardware and software.

Risk management for

People of Determination

Installing sensors in automatic moving

Audio signals in elevators and floor numbers read in Braille

doors. Talking elevator with

touch-readable buttons

000

Telephones that do not need to hold the handset and

vibrating mobile phones

وصوتية

تعزيز الاتصـــال، مثـــلاً عن طريق توفير أجهزة قراءة أو مترجـم، أو تـوفـير أجـــهـزة إنذار مرئية

Adapting existing facilities to increase their accessibility/use. Provide supervision, training and specialized support Ample parking

space for vehicles

A system for connecting

work, school and family

headphones to projectors in

meetings, and to televisions



Improving the quality of life for people of

Providing

computers with reading software



People of Determination, as it is noted that there are still many false assumptions and delusions surrounding them. Working with people of determination brings them and us a good sense of satisfaction by contributing to providing a more inclusive society for different groups and employing a more diverse workforce. It helps increase morale and productivity in organizations. People of

Attention to escape and emergency procedures and equipment (ie escape paths in cases of fire, stair railings, etc.) Attention, when choosing external party/conference/meeting/presentation sites, to be prepared to receive people of determination. Enhance communication, for example by providing readers or translators, or by providing visual and audio alarms



The conclusion is that we must work together to improve the quality of life of people of determination by strengthening partnership between all sectors in order to meet their special needs in the most appropriate and flexible way, in order to achieve effective benefit and increase the level of productivity and thus increase the happiness of people of determination. We encourage everyone to eliminate prejudices and misconceptions about determination have determination because they needed to overcome more difficulties and therefore they can be relied upon as they are loyal, hardworking

Did you know? The federal law of the United Arab Emirates guarantees the rights of people of determination and provides them with all services within the limits of their abilities and capabilities, and that disability should not be a reason preventing them from obtaining those rights and services, especially in the field of care, social, economic, health, educational and professional services cultural and promotional

Summary

and productive. In addition, they may have innovative skills and ways to perform ADPHCAE MADPHC_AE ADPHC_AE ADPHC.AE ADPHC.AE ADPHC-AE OS 056 2312171

tasks that others may consider traditional tasks.