

Business Integrity Training Scenarios for team discussions 2022



Scenario 3b

Creating an inclusive workplace - Hidden disability



Julian
A colleague



Libby
A colleague



Harry
A colleague

Introduction

Libby has just parked outside work one morning. As she's getting out of her car, Julian comes to talk to her.

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You know you're in a disabled parking space?

Yes, I have a permit to park here.

Really? You don't look disabled!

Well, not all disabilities are visible.

These spaces are by the door for a reason. They are for people who are in a wheelchair or on crutches. My leg hurts from going to the gym at the weekend – maybe I can get away with saying I have a disability?

I'm not 'getting away' with anything. I am allowed to park here.

Sorry, I'm not trying to be funny – I'm just telling you how it looks.

Julian walks off and Libby goes into the office where she sees her colleague Harry.



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Scenario questions and summary



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Ethical red flags

When people make poor choices, they usually create reasons to tell themselves, "It's OK, I can go ahead". We call these justifications 'ethical red flags'. In this scenario, what might Julian have told himself?

Common ethical red flags include:

- "I didn't mean anything by it."
- "I was only trying to help."
- "Other people do worse things."
- "It's not that bad."

Questions

- What would you do in this situation?
- Why did Julian challenge Libby about parking in the disabled space?
- Why did Julian assume that because he couldn't see a wheelchair or crutches, Libby wasn't entitled to use the space?
- How could he have done better?
- What is the impact of Julian's behaviour on Libby?
- What advice can Harry give to help Libby?

Key messages

- We do not tolerate harassment through any means or of any kind, including sexual, verbal, non-verbal and physical. Abusive, humiliating or intimidating behaviour is never acceptable. We each have a personal responsibility to make sure that neither we nor anyone else behaves this way.
- We are all expected to treat each other with courtesy, dignity and respect at all times.
- We are all expected to speak up if we observe inappropriate or unacceptable behaviour.

Further reading

Code of Conduct

- Management responsibilities (page 7)
- Speaking up (page 8)
- Behaviours and standards (page 14)
- Safety, health and wellbeing (page 18)

Policies and Guidelines

- Our Behaviours
- Dignity and Respect Standards - UK
- D&I Intranet pages