



UNIVERSITY OF
TORONTO
SCARBOROUGH

**Academic Advising
& Career Centre**

AccessAbility Services

Managing Your Career:

Strategies for Graduates with *DisAbilities*

Video 1: Defining Barriers

Modules

1. Career Planning
2. Understanding Employment Equity
3. **Addressing Employment Barriers**
4. Self-Advocacy and Disclosure
5. Workplace Accommodations



Module 3:

Addressing Employment Barriers

Defining Barriers

Definition of Employment Barrier

The word **barrier** means:

“anything that prevents a person with a disability from fully participating in all aspects of society because of his or her disability...”

The phrase **employment barrier** means:

“anything that impedes a person with a disability from fully participating in seeking, obtaining and maintaining paid employment...”

(Accessibility for Ontarians with Disabilities Act, 2005)

Types of Barriers

Attitudinal

Physical

Communication

Technological

Systemic



Strategies for Addressing Barriers

Focus on your strengths and skills. Be prepared to highlight experience or accomplishments.

As needed, come prepared with informed solutions and accurate information about your disability.
This shows a positive attitude and commitment to the role.



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If you would like to provide feedback on these videos or if you have questions or concerns, please contact:

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