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These guidelines are subject to future decisions in the relevant tribunals.

1. Introduction and Scope

A person with a disability has a right to the same employment opportunities as a person without a disability. The Disability Discrimination Act 1992 (DDA) makes it unlawful for an employer to discriminate against someone on the grounds of disability. The following guidelines are designed to assist managers (including supervisors) with their legal and organisational responsibilities for providing workplaces which allow employees with disabilities to contribute as full members of their work teams and to enjoy the same employment rights as other staff.

2. Definitions

2.1 What is a disability?

Disability is defined very broadly as any physical, sensory, neurological, intellectual, psychiatric or learning disability, and includes physical disfigurement, the presence in the body of disease-causing organisms (for example the HIV virus) and total or partial loss of part of the body or a bodily function. It also includes a temporary, permanent, current, past or future disability. In some

