



Bus Driver Refuses Entry

Case Study

On the radio show Liveline, 9th of Aug 2007, a Monaghan man told listeners how a bus driver had refused to allow his brother, who has a developmental disability, to board his bus to take a trip to Belfast. The driver cited security concerns as his reason for refusing access.

The man was acting as his brother's carer on the day and had planned to accompany him on the journey.

The man further related that he had also raised the matter with management in the bus depot but the driver's decision was upheld.

Questions:

Why do you think the bus driver choose not to let the two men on board?

What factors may have influenced his decision?

Have you encountered or witnessed similar situations?

How did you feel?

How could you avoid similar scenarios in your work?



Job Interview

Case Study

Stephen is a young man who has a mental impairment. He was employed in a temporary capacity as an assistant administrator with a large distribution company for nine months. Stephen progressed very well in the role and was highly regarded by work colleagues and management in the department.

The position became permanent and a list of suitable candidates was drawn up for interview as per company procedure. The interview panel comprised three department managers who are not known to any of the candidates.

Because of the nature of his impairment Stephen was not competent in the interview situation and had difficulty understanding and responding effectively to the interviewers' questions.

Because he rated poorly at interview Stephen failed to secure the permanent position and subsequently left the company.

Questions:

Should the company have dealt differently with Stephen's application?

How could the situation have been handled better?

Could anybody else have helped e.g. parent, his supervisor?

Do fear and power play a role and how?