

Workplace bias



Patronising attitudes

A respondent who had a stroke felt he could travel independently on his wheelchair, so he asked to take on a larger job scope that would require him to meet clients. But his boss refused, citing safety concerns. The respondent felt it resulted in him stagnating in a lower-level position.

Social exclusion

A wheelchair user was asked to man the phone at lunchtime while working as a receptionist with various companies. The management and her colleagues felt it was more convenient, with her colleagues buying food for her to eat at her desk. She felt obligated to agree, but was unhappy to miss out on the social interaction.

Half-hearted efforts

A wheelchair user's company tapped a government grant to retrofit a toilet to be wheelchair-accessible. But the toilet broke down and repairs took longer than expected. He was put on unpaid leave during the repairs and his pay was cut.



Inadequate HR support

A deaf respondent sought help from her human resources department after her colleagues refused to communicate with her through writing, as it was more troublesome for them. An HR staff member wrote down her complaint but did not take further action. She eventually left the company.



Unfair dismissal

A stroke survivor with mobility issues passed an interview and technical test to get a job offer. After signing the letter of appointment, he slipped and fell on his way to the toilet. A staff member reported it to the management. The respondent was dismissed immediately, with no reason given.