

## GDA Disability Legislation overview discussions

The GDA is running a series of workshops to outline Disability Legislation. They are optional for all members and charity members.

### Discussion 1 – an introduction

#### Purpose of the Discussion

- To introduce the concept of Disability Legislation in general
- To develop a shared understanding among GDA charity and group members of:
  - **Common features** of Disability Legislation around the world, and
  - Key **differences** between different countries' Disability Laws.
- To act as **preparation** for a discussion about how Disability Legislation could or should work in Guernsey (if you are interested in learning more)

#### What we will cover:

1. **Why** do countries have Disability Legislation?
  - We'll discuss what Disability Law is meant to achieve for disabled people + society in general
  - We'll review what the most important aims are for a Disability Law
  - We'll consider whether these can be achieved by other approaches, rather than a Law
2. **Who** is protected by Disability Legislation?
  - We'll see that "disability" is not an easy concept to define, and we'll look at a few different ways of thinking about it, including:
    - The medical model of disability
    - The social model of disability
  - We'll discuss what kind of definition feels most meaningful to you
  - We'll explore the ways in which **changing the definition** of disability **changes the way a law protects** disabled people;
  - We'll talk about "what's disability" and "what's not" (but only briefly)
  - We'll also talk briefly about other groups of people — who can be protected by Disability Laws

## Discussion 2 – a step further

### Purpose of the Discussion

Following on from discussion 1, we will explore how disability laws work in practice – when and why disabled people can use legislation, and what it means for employers, schools and businesses.

### What will we cover:

3. **When** is a person protected by Disability Legislation?
  - We'll look at the kind of problems a law is meant to fix:
    - Direct discrimination
    - Indirect discrimination
    - Victimisation
    - Harassment
  - We'll look at the situations in which Disability Law protects a person:
    - Employment
    - Accessing Goods and Services (e.g. shopping, going to the dr, etc)
    - Education
    - Other circumstances
4. **How** does Disability Legislation protect a person?
  - We'll look at the different ways a law can “protect” disabled people:
    - Reasonable Adjustment
    - Compensation
  - We'll look briefly at the legal process (tribunals and courts) which a disabled person may have to go through, in order to be protected.

### What happens next:

- These conversations are meant to offer all GDA members the chance to understand how disability laws work in general. At the moment, the States is trying to write a disability law for Guernsey – we expect that they will consult us on it this year. So, before then, we would like to build up the number of GDA members who are really interested in and understand about disability laws!
- If you are interested in taking this further, please Karen

### Who to contact:

Some of the GDA executive members are more familiar with disability legislation (Rob, Shelaine, Karen, Emilie) and would be happy to discuss any questions or concerns.