



KEEPING DISABILITIES SECRET



Scan to review worksheet

Expemo code:

19IF-S38E-IIC6



1 Warm up

In pairs, discuss the following questions.

1. In your country, what help is given to people with disabilities?
2. Is there any help given to people with disabilities in your company?
3. How many days can you be off work with a medical problem in your country/company and still be paid?

2 Focus on vocabulary

Part A: Match the vocabulary to the definitions.

- | | |
|---------------------------|--|
| 1. <u>pain</u> killer (n) | a. unable to hear well or at all |
| 2. <u>therapist</u> (n) | b. any type of medicine that reduces the effects of a headache, backache etc. |
| 3. <u>depression</u> (n) | c. a sensation that something very bad is going to happen in future |
| 4. <u>panic</u> (n) | d. negative feelings people generally have towards a particular thing |
| 5. <u>anxiety</u> (n) | e. a feeling of being very scared or worried which stops you from thinking clearly |
| 6. deaf (adj.) | f. a medical condition which leaves the person feeling deeply unhappy and without hope |
| 7. <u>stigma</u> (n) | g. a medical professional who helps with a particular type of problem |
| 8. <u>disability</u> (n) | h. a physical or mental condition which prevents someone doing certain activities that people who don't have it can do |



Part B: Now complete the following sentences with a different part of speech of the word in brackets from Part A.

1. The plant is highly valued for its _____ properties. (painkiller)
2. I've found that _____ was incredibly helpful for me. (therapist)
3. He's been quite _____ ever since his car accident. (depression)
4. I'm really worried that I'm not prepared well enough for the interview and I've been feeling _____ all morning. (panic)
5. She has to give a presentation this afternoon and she's very _____ about it. (anxiety)
6. The music was _____ loud even though it was 2 am. We had to call the police. (deaf)
7. He never pursued his love of ballet because of the way his father had _____ it over the years. (stigma)
8. The operation was a massive success, but he is still slightly _____ and unable to walk for long periods of time. (disability)

Now in pairs, discuss the following questions.

1. What conditions do people usually go and see a therapist for in your country?
2. Do people talk about depression in your country? Or is there a stigma about it?
3. Have you ever been in a situation that made you panic? What happened?
4. Do you know anyone who is partly or completely deaf? What help do they get?
5. Have you ever needed to take painkillers for something? What was it for? What happened?

3

Listening for gist



Listen to the three speakers and underline the correct option for each sentence.

1. Speaker 1 suffers from a **back/neck** injury.
2. Speaker 2 has problems with her **physical/mental** health.
3. Speaker 3 isn't able to **see/hear** properly.



4

Listening comprehension

Listen again and tick the correct boxes in the following table.

Who...	Speaker 1	Speaker 2	Speaker 3
a. doesn't want to return to the office?			
b. likes to play music while they work?			
c. needs to see a medical professional?			
d. isn't always comfortable in a chair?			
e. worries what their colleagues will think about them?			
f. is happy to be able to wear headphones?			

5

Scanning for details

Find the following numbers in the article on page four and match them to their meaning.

12.8 17 2 25 33 3.8 4.4 74

- a. _____ the number of people (in millions) working with disabilities in the UK
- b. _____ the percentage of people in the research who did not inform Human Resources about their disability
- c. _____ the percentage of people in the research who did not mention their disability to their colleagues
- d. _____ the percentage of people who believe that workers with disabilities are not as effective at their jobs
- e. _____ the percentage of people with disabilities who had job offers taken away once they revealed they had a disability
- f. _____ the percentage of people with disabilities in France who were offered an interview
- g. _____ the unemployment rate for people with disabilities in the United States
- h. _____ the current national unemployment rate in the United States

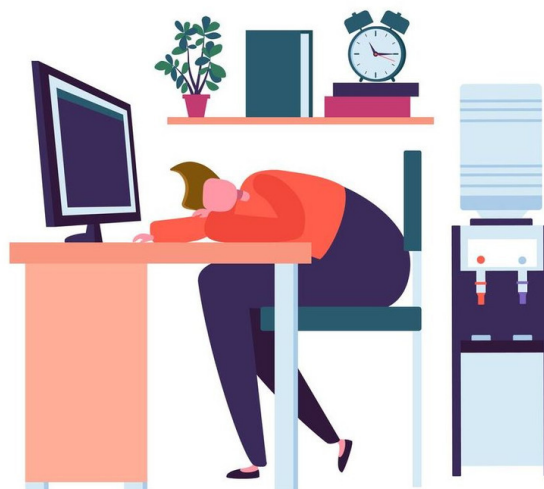


Keeping a secret

The workers hiding their disabilities

- A. In the United Kingdom, health professionals estimate that there are around 4.4 million people living with physical or mental disabilities, meaning, a condition which may stop them performing the job fully. However, exact numbers are not known as there are a large number of people disguising or hiding their disabilities for fear of losing work, not getting promoted, or just being treated differently.
- B. At the University of Derby, research showed that 25% of the people they spoke to had not told the HR department about their disability. An additional 74% of people didn't tell their colleagues about it either. There's a lot of concern on the part of people with disabilities that they will not be treated as an equal, and they have good reason to do so. Recent research showed that around 33% thought disabled people did not work as effectively as those who were not. Furthermore, 17% of adults with disabilities said that offers for jobs had been taken back once they revealed their condition and a study in France showed that of those who reported a disability during the application process, only 2% of them were asked to interview. In the United States, the unemployment rate for disabled adults recently rose to 12.8% compared to the current national average of 3.8%.
- C. For many of these workers, the pandemic brought welcome relief as they were able to work from home which helped them with hiding their condition and also better enabled them to manage it. Forcing workers to go to the office and be there for a specific number of hours is not something that is easy for everyone. Many workers need physical support and just being able to rest during the day, or go for a walk makes life much easier for many. It also means appointments with doctors and therapists are much easier to attend as the working from home arrangement gives greater flexibility. Previously, workers with disabilities were concerned that if they asked to work from home, it would be viewed that they were not working hard or avoiding work altogether. The pandemic meant that everyone was working from home it has been a huge improvement in the lives of many.
- D. However, with the prospect for many that working life will return to 'normal' with the pandemic showing signs of improving, a lot of workers are worried that they will have to face the old issues again. What we all have learned during the last two years is that it is possible for everyone to function remotely and it is important that companies create changes so that everyone is able to work at their best, whether or not they have a disability.

Sources: *bbc.com, theguardian.com*





6 Reading comprehension

Complete the following sentences with one, two or three words from the article on page four.

1. A disability is a _____ condition which prevents someone from performing certain tasks effectively.
2. People with disabilities _____ to be worried about their employment.
3. The _____ unemployment rate in the United States is around a quarter of what it is for people with disabilities.
4. Working from home can help people with disabilities _____ their condition and makes life much easier.
5. If companies start _____ their workers to return to the office, it will make life a lot harder for disabled people.
6. Working from home allows disabled people to _____ medical appointments more easily than if they were in the office all day.
7. Many are worried that _____ will be based around the office as concerns around the pandemic start to disappear.
8. The _____ which made life difficult for people with disabilities will be a problem again if they have to return to the office.

7 Scanning for vocabulary

Quickly read the article on page four and find words which mean the same as the following.

1. _____ change the way something looks so people do not recognise it (v, para. A)
2. _____ a feeling of worry (n, para. B)
3. _____ make something known or show something that was hidden (v, para. B)
4. _____ a positive feeling that comes after a difficult time or when something unpleasant stops (n, para. C)
5. _____ make it possible for something to happen (v, para. C)
6. _____ the ability to change or be changed according to the situation (n, para. C)
7. _____ the possibility of something happening (n, para. D)
8. _____ at a distance from something (adv., para. D)



8 Talking point

In pairs, discuss the following questions.

1. Did you work at home during the pandemic? If so, what was easier and what was more difficult?
2. Do you think that companies should be more flexible around working from home? Why/why not?
3. Do you think your company does enough to help people with disabilities? Why/why not?
4. If you had a disability that was not obvious, such as depression or a back problem, would you tell your HR department about it? Why/why not?

9 Extended activity/Homework

Read the following question.

A company does not need to make special provisions for people with disabilities. The function of a company is to make money and everyone who works there is there to reach that goal. If someone can't do the job, they have no reason to be there, whether or not they have a disability.

To what extent do you agree with the above statement?

You should:

- Write at least 250 words
- Check your grammar, spelling and punctuation

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