

CONTINUUM OF ATTITUDES TOWARDS PEOPLE WITH DISABILITIES AT WORK

Uninformed Observer	Sympathetic Bystander	Active Helper	Compassionate Colleague	Reciprocal Partner
 <p>"There are people with disabilities where I work. The company wants to help them, but it seems more like a charity job or a good PR move. I don't have anything against them, but I don't think they add value to the company."</p>	 <p>"There are a few people in wheelchairs where I work. The company redesigned their workspaces given their limited mobility. I feel badly for them. I'm glad neither I nor anyone in my family is physically handicapped."</p>	 <p>"I work with someone who has autism. I've gotten to know them because they distribute the mail to my cubicle each day. I signed up for the company bicycle team event to help raise money for the cause. I want to help people with disabilities."</p>	 <p>"I really enjoy working with Robert at the reception desk. Robert is always on time and he genuinely likes to greet people. He has an intellectual disability, but he's able to perform his duties well. I'm glad he's able to have a job here."</p>	 <p>"Sally makes sure that all the conference rooms are straightened up after use, and that the supply room inventory is always stocked. Sally is an integral part of our team. Her presence has had a significant impact on our corporate culture."</p>