

Student Scenario 1 Transcript

1

00:00:10,260 --> 00:00:13,229

Unknown: Scenario one: a student
turns on their zoom camera for

2

00:00:13,284 --> 00:00:16,363

an interview with a large
corporate company. The student

3

00:00:16,418 --> 00:00:19,718

introduces themselves in the
interview and shares that their

4

00:00:19,773 --> 00:00:22,687

pronouns are they/them. The
student goes on to answer

5

00:00:22,742 --> 00:00:26,096

questions by the hiring panel.
Once it gets to the end of the

6

00:00:26,151 --> 00:00:29,505

interview, the hiring panel asks

the student if they have any

7

00:00:29,560 --> 00:00:32,695

questions or things they would
like to share. The student

8

00:00:32,750 --> 00:00:36,159

shares that they have dyslexia,
a learning disability that can

9

00:00:36,214 --> 00:00:39,733

sometimes interfere with the way
they learn and work. They share

10

00:00:39,788 --> 00:00:43,198

that they would need to receive
a workplace accommodation, and

11

00:00:43,253 --> 00:00:46,552

the hiring panel assured the
student that they would receive

12

00:00:46,607 --> 00:00:49,851

it and that accessibility is
something they take seriously.

13

00:00:49,906 --> 00:00:53,096

The students smiles and says
okay. The interview concludes

14

00:00:53,151 --> 00:00:56,340

and the hiring committee and the
students say goodbye. The

15

00:00:56,395 --> 00:00:59,639

student is now in the corporate
office working. A couple of

16

00:00:59,694 --> 00:01:02,939

weeks go by and the student has
been working in their co-op

17

00:01:02,994 --> 00:01:06,073

role. One day they overheard
folks in the nearby cubicle

18

00:01:06,128 --> 00:01:09,482

making comments and giggling
about their accommodation needs.

19

00:01:09,537 --> 00:01:12,946

The student's heart sank. They
feel ashamed and uncomfortable.

20

00:01:13,001 --> 00:01:16,246

They wondered if this was a safe
space for them to truly be

21

00:01:16,301 --> 00:01:19,710

themselves. The student starts
thinking about what to do. They

22

00:01:19,765 --> 00:01:22,789

want to confront those
individuals, but are not sure how

23

00:01:22,844 --> 00:01:26,309

to. The student returns to work
the next day. The student is not

24

00:01:26,364 --> 00:01:29,498

sure who to reach out to for
support, but ever since they

25

00:01:29,553 --> 00:01:32,907

started working in the corporate
office, they've built a good

26

00:01:32,962 --> 00:01:36,372

trusting relationship with their
supervisor. The student stops

27

00:01:36,427 --> 00:01:39,671

into their supervisors office
requesting to chat with them.

28

00:01:39,726 --> 00:01:43,080

The supervisor invites the student
to sit down, and asks them how

29

00:01:43,135 --> 00:01:46,160

they can help. The student
shares the incident that has

30

00:01:46,215 --> 00:01:49,624

occurred, and that they want to
confront the individuals about

31

00:01:49,679 --> 00:01:53,033

how uncomfortable and upsetting
it was to hear their comments

32

00:01:53,088 --> 00:01:56,277

and laughter. The supervisor
shares how sorry they are and

33

00:01:56,332 --> 00:01:59,192

how that the behavior the
student experienced is not

34

00:01:59,247 --> 00:02:02,546

tolerated in the office. The
supervisor asks how the student

35

00:02:02,601 --> 00:02:05,955

would like to address this with

their coworkers. The student

36

00:02:06,010 --> 00:02:09,420

shrugs. The supervisor goes on to share different resources and

37

00:02:09,475 --> 00:02:12,334

ways a student can address the situation. One of the

38

00:02:12,389 --> 00:02:15,413

suggestions given by the supervisor was to chat with HR

39

00:02:15,468 --> 00:02:18,163

about creating a mandatory workshop that explains

40

00:02:18,218 --> 00:02:21,407

disabilities and accessibility needs in the workplace. The

41

00:02:21,462 --> 00:02:24,652

supervisor explains that the
company offers many different

42

00:02:24,707 --> 00:02:27,731
workshops surrounding equity,
diversity, inclusion and anti

43

00:02:27,786 --> 00:02:31,250
racism, and that a workshop of
this nature can be a safe way to

44

00:02:31,305 --> 00:02:34,659
confront what had happened. The
students smiles and nods. The

45

00:02:34,714 --> 00:02:37,739
student shares they would like
to explore the option of

46

00:02:37,794 --> 00:02:41,038
creating a workshop. With the
help of their supervisor, the

47

00:02:41,093 --> 00:02:44,227

student reaches out to HR
through email to request that a

48

00:02:44,282 --> 00:02:47,472

mandatory workshop be created
that must be attended by all

49

00:02:47,527 --> 00:02:50,386

staff on disabilities and
accessibility needs in the

50

00:02:50,441 --> 00:02:53,960

workplace. They share they would
be happy to include content and

51

00:02:54,015 --> 00:02:57,425

provide feedback. HR replies to
the student and the supervisor

52

00:02:57,480 --> 00:03:00,449

via email sharing that they
would like to explore this

53

00:03:00,504 --> 00:03:03,858

option further with them, and to
set up a meeting. The student

54

00:03:03,913 --> 00:03:06,938

says thank you to the supervisor
for their support, with

55

00:03:06,993 --> 00:03:10,072

excitement. The supervisor
shares that they are there to

56

00:03:10,127 --> 00:03:13,316

support them at any time with
this going forward, but also

57

00:03:13,371 --> 00:03:16,286

shares that if they want to
eventually confront these

58

00:03:16,341 --> 00:03:19,750

coworkers, they can support them
with that too. The student nods

59

00:03:19,805 --> 00:03:22,500

with understanding, knowing that
they have options.