



Republic of Trinidad and Tobago



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PRESS RELEASE

FOR IMMEDIATE RELEASE

5th December 2018

The EOC launched its latest publication “Guidelines for Employers on Disability in Trinidad and Tobago.”

On 3rd December 2018, EOC launched its latest publication “**Guidelines for Employers on Disability in Trinidad and Tobago**”. This launch was in collaboration with the Sir Arthur Lewis Institute of Social and Economic Studies (SALISES), UWI St. Augustine.

The Guidelines for Employers on Disability aims to assist employers, employees and trade unions in managing and promoting equal opportunities for fair treatment of Persons with Disabilities (PWDs) in the work environment. The booklet addresses all aspects of managing disability in the work environment from reasonable accommodation to recruitment and selection, employee induction, placement, training, career advancement and retention of employees with a disability.

This resource booklet will assist employers in understanding their obligation to implement non-discrimination and affirmative action measures with respect to PWDs in the workplace. Conversely, it will assist PWDs in understanding their rights in aspects of employment, training, accommodation and access to goods and services.

The launch of the Guidelines also commemorated the United Nations International Day of Persons with Disabilities which is observed annually on December 3rd. This year’s theme was “**Empowering persons with disabilities and ensuring inclusiveness and equality**”. The theme focused on empowering persons with disabilities for the inclusive, equitable and sustainable development envisaged in the 2030 Agenda for Sustainable Development. The 2030 Agenda, pledged to “leave no one behind.”

The Guidelines for Employers on Disability in Trinidad and Tobago can be accessed on our website at www.equalopportunity.gov.tt.

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About the EOC

The primary task of the EOC is to oversee implementation of the Equal Opportunity Act Chapter 22:03, which prohibits certain kinds of discrimination and seeks to promote equal opportunity between persons of different status.

COMMISSIONERS: Mrs. Lynette Seebaran-Suite (Chairman)
Dr. Beverly Ann Marie Beckles (Vice Chairman) • Dr. Emanuel Hosein
Mr. Eric Colin Cowie • Mr. James Chin Chuck

The Act is concerned with discrimination in four broad categories - employment, education, provision of goods and services, and provision of accommodation - where someone has suffered less-favourable treatment:

- Because of their status, that is, because of one of the following personal characteristics: race, ethnicity, religion, sex, marital status, origin or disability;
- Or by way of victimisation, that is, in retaliation for doing certain actions that are protected under the Act, for example, lodging a complaint with the Commission or giving evidence in support of someone who has lodged a complaint.
- The Act also applies to a third category of conduct known as ‘offensive behaviour.’

A person who believes that they have been subjected to discrimination in any of the above areas may lodge a complaint with the EOC. The EOC is mandated to receive, investigate and as far as possible conciliate complaints.

If the matter is unresolved, the complaint can be referred to the Equal Opportunity Tribunal (the ‘EOT’). The EOT is a superior court of record and its mandate is to hear and adjudicate on matters referred to it by the EOC. The EOT has the power to make orders, declarations and awards of compensation as it determines to be appropriate.

The EOC would urge all persons to be mindful of these provisions and to refrain from discriminatory practices which infringe the human rights of others.

For more information, please visit www.equalopportunity.gov.tt.

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