

What have you done in the hiring process to ensure Deaf and Hard of Hearing employee candidates and hired employees feel most engaged and effective in your workplace?

Through collaboration with the Canadian Hearing Society, develop a community within the organization and encourage employees to continue to provide referrals in order to build that community.

What have you done in the hiring process to ensure Deaf and Hard of Hearing employee candidates are included and comfortable?

First off, we'll ask the candidate if they require any accommodations. From there, if we require accommodations, we'll certainly work through that process. Oftentimes with our Deaf or hard of hearing applicants, they require an interpreter so we'll schedule an interpreter for them and then before the process starts, I communicate with the HR group as the lead recruiters, to make sure they're aware that the candidate coming in requires some accommodations. In addition to that, we will also make sure that we schedule them for testing one on one to eliminate any distractions within the environment while they're going through the process.

What can other employers do to ensure Deaf and Hard of Hearing employee candidates are included and comfortable during the hiring process?

I would say exactly what we've done. They need to embrace the process, get creative and as far as what they need to do and make sure that they're involving other people to make these make these individuals comfortable.

How do you ensure that Deaf and Hard of Hearing employees are engaged and effective in the workplace?

Involve them in every aspect of the organization. Collaborate again with the Canadian Hearing Society and use them as a resource. Learn their language through ASL training courses and ask for their input and feedback for processes to ensure that things are moving along smoothly.

Is there any advice you could offer other employers when it comes to hiring and working with Deaf and Hard of Hearing employees?

Be creative. Keep an open mind and think of the potential possibilities that these employees can bring to your organization.