



HEARING MATTERS AUSTRALIA

Support from real life experience

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DEAF AND HARD OF HEARING PEOPLE IN THE WORKPLACE USEFUL SUPPORTS AND RESOURCES.

Navigating the workplace as a deaf or hard of hearing person is challenging, especially if, as is often the case, you are the only person in your workplace with a hearing loss. However, the internet is a great source of information on how to reduce barriers at work and lessen isolation by connecting to peers in a similar situation.

Below is a list of resources that may help you, it is not comprehensive, and you may find other more useful resources, but these may help to give you a start.

Employment and workplace support

Disability rights in the workplace: This site has great information about your rights in the workplace. There is also a booklet that can be printed and referred to:

<https://www.humanrights.gov.au/our-work/employers/disability-discrimination>

Assistive listening devices that may help you in the workplace: Here are some sites where you can find ideas for accommodations and supports as well as providers who can supply them:

<https://www.communications.gov.au/what-we-do/phone/services-people-disability/accesshub>
(National Relay Service)

<http://accessibletelecoms.ideas.org.au/telecom/search> (search engine for communication solutions)

<http://affordableaccess.com.au/> (access to mainstream devices that are affordable)

<https://www.hearconnect.com.au/> (wide range of ALDs, solutions and support)

<http://www.techfinder.org.au/> (filterable database that helps you find solutions to your access issues)

JobAccess offers funded support to purchase these devices and accommodations when needed for the workplace:

<https://www.jobaccess.gov.au/people-with-disability/available-support>

<https://www.jobaccess.gov.au/employment-assistance-fund-eaf>

Information sheets are shared by HMA as a service to members and those in the community who have an interest in hearing loss. Every effort has been made to ensure the accuracy of the information provided, however HMA accepts no responsibility for any adverse consequences arising from the contents of these sheets.

HMA information sheets are for personal use only. Downloads and printing allowable for whole sheets.

Contact HMA with queries or amendments.



Disclosing hearing loss in the workplace

It is always challenging to know if or when to reveal or share your hearing loss when applying for a job, or in your current workplace. A great website with information on navigating all aspects of seeking work and working with a hearing loss including how disclosing may help you and how to do it is:

<https://www.hearingloss.org/hearing-help/communities/employees/employment-toolkit/>

Deafness Forum also has some personal stories about disclosure and experiences here:

<https://www.deafnessforum.org.au/news-and-issues/true-stories/>

Useful information that you can give your employers when you are disclosing:

<https://www.jobaccess.gov.au/deafness-hearing-loss-work>

The Mind Hears website shares a great personal viewpoint on disclosing in the workplace. The website is also a great source of support, articles, and information for deaf and hard of hearing professionals

<https://themindhears.org/2019/11/14/when-to-tell-applying-for-jobs-when-you-are-deaf-or-hard-of-hearing/>