

DEAF WORK

"Working With a Deaf Person"

– a seminars programme dedicated for employers and the hearing-impaired employees



INTRODUCTION

- The primary goal of the seminars is to share a complete knowledge with a group that greatly affects the work environment of prospective deaf employees, i.e. future employers and hearing co-workers. The seminars provide its participants with a description of the Deaf community and develop a detailed profile of the deaf and the hearing-impaired.*



TARGET AUDIENCE:

→ **employers** / the task: getting acquainted with a profile of deaf people and being able to describe both legal requirements, as well as economic and non-economic benefits that stem from employing the deaf

→ **assistants to deaf trainees** / the task: communicating successfully with a deaf trainee, supporting the trainees in carrying out professional duties

→ **prospective co-workers, hearing people** / the task: getting acquainted with a profile of deaf people, engaging in effective communication with the deaf



EXAMPLES OF SEMINARS

Did you know that...

- a word „Deaf” (in capital letters) refers to cultural issues?
- a word „deaf” (in lower case) is a medical term?
- using a sign language is a condition to become a member of the Deaf culture?
- There are two sign languages in Poland:
SJM – the Sign-Language System
(System Językowo-Migowy)
PJM – the Polish Sign Language
(Polski Język Migowy)



Sign language

- dactylogical signs (dactylograms)
- ideographic signs (ideograms)

How to communicate with a Deaf person?

- learn a few „words” in sign language,
- learn fingerspelling (dactylogy),
- observe a Deaf person when listening to him/her,
- speak in a casual way, avoid isolated words, use short sentences,
- speak naturally, at a moderate pace, avoid exaggerated articulation,
- do not shout,
- do not whisper,
- use post-it notes to convey simple messages.



How to gain and promote mutual understanding?

- eye contact is a must:
 - wave your hand vertically (top to bottom),
 - pat a deaf person on his/her shoulder (avoid other areas!),
 - knock your hand on the table,
 - stamp your feet,
 - change the intensity of the light in a room,
 - throw a light object towards lower areas of a deaf person’s body (only if you communicate with an acquaintance or a young person);
- keep your eyes on a person you are communicating with and do not cover your mouth;
- keep the track of a deaf person’s hand;
- try not to nod with your head too much;
- avoid stepping in between two people that are using sign language.

DEAF WORK – Model Dedicated to Improve Employment Accessibility Among the Deaf People

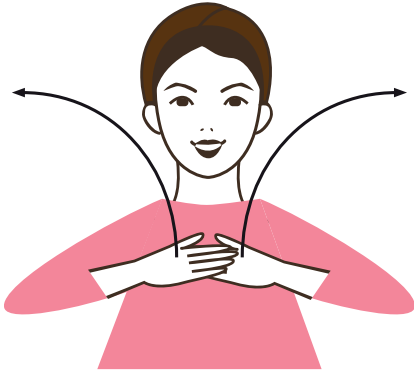
THE POLISH FINGER ALPHABET



Source: "Sytuacja i możliwości aktywizacji Głuchych", Dobre Kadry. Centrum badawczo-szkoleniowe Sp. z o.o., rys. Hanna Parylak-Skawińska

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USEFUL SIGNS OF THE SIGN LANGUAGE



GOOD MORNING



GOODBYE



THANK [YOU] VERY

Source: own study

*Stay
open-minded
and everything
is going
to be fine!*