Conditioning the Work Environment for the Community of Patients With Neurological Disorders

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In the work environment, employees with functional disabilities have the right to request tools and accommodations in order to be more productive and perform their tasks efficiently. In the case of employees that are part of the neurodivergent spectrum or have a neurological disorder, they can apply for them by communicating orally with their employer or by writing a letter. However, there is no official document evidencing the agreement between the employer and the employee that can promote and sustain efficient communication. Therefore, the trust towards the system is compromised. After going through an orientation process on the employee and employer's rights, a survey composed of twelve questions that exposed the testimony of active and inactive employees suffering from neurological conditions was administered in order to identify the core of the problem and suggest a solution to condition the work environment. The surveys revealed that employees limit themselves to informing the employer about their health condition and don't request reasonable accommodations because of the lack of protocol and evidence. When a new protocol was presented as a new law project that solves the problem in question by creating an official document that protects their employment and their rights, 80% of the surveyed agreed that it would bring reliability to the system. As concluded, implementing the use of this document can improve communication between both parties and avoid more cases of injustice against a mass of people that continues to increase due to the conditions we face on a daily basis.

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