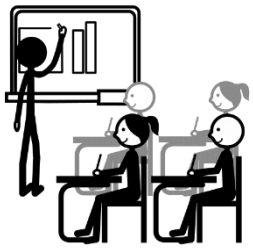
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DISABILITY SUPPORT CONTACT FOR TRAINING

Personalised support to help you succeed in training



Do you have any specific needs?

Our training organisation is committed to making its courses accessible to as many people as possible and to taking account, wherever possible, of the needs of people with disabilities.

If you have a disability or think you may need a specific adjustment, our disability support contact is your first point of contact.

Please contact her before or at the start of your training.

Carole Chardon 03 80 34 16 23 or carole.chardon@pole-gerontologie.fr

We recommend contacting her before your training, or as soon as it begins, to anticipate your needs and explore the most appropriate solutions.



Your disability support contact is here to help

She can help you to:

✓ prepare to start your training;

✓ discuss your needs in complete confidence;

✓ explore possible adjustments to teaching, equipment or organisation;

✓ adapt the training arrangements wherever possible;

✓ liaise with your employer or relevant partners, with your consent;

✓ access specialist services or contacts where necessary;

✓ ensure your training progresses smoothly.



Disability is not always visible

80% of disabilities are described as “invisible”.

Some disabilities are visible; others are not. Needs may be permanent, temporary or changing, and may affect many different aspects of the training journey.

This may apply to you if you live with:

🧠 a specific learning difficulty (dyslexia, dyspraxia, dyscalculia, etc.)

🎯 ADHD

♾️ an autism spectrum condition

👂 a hearing impairment

👁️ a visual impairment

💙 a chronic condition (diabetes, multiple sclerosis, Crohn’s disease, etc.)

😴 chronic fatigue or a disabling illness

🦴 chronic pain or a musculoskeletal condition

💭 a mental health condition (anxiety, depression, bipolar disorder, etc.)

🧩 cognitive, attention or concentration difficulties

👉 **Even if your disability is not visible or officially recognised, discussing your needs can help identify useful adjustments to support your training. Support is available to you.**



Together, let's find the right solutions

Depending on your needs, options may include:

📄 adapted training materials or selected documents sent in advance

⏸ an adjusted pace or break schedule

🪑 adjustments to the training environment

💻 assistive tools or equipment

🗣 adapted teaching methods

🤝 any other solution compatible with the training objectives.

Each situation is considered individually and confidentially, taking account of the intended objectives and the adjustments that can be made to the training provision.

Information for organisations commissioning training

The commissioning organisation plays an important role in anticipating adjustment needs and ensuring that information is shared appropriately, with due regard for confidentiality and with the consent of the person concerned.

The commissioning organisation is therefore encouraged to:

- share this information sheet with participants;
- encourage anyone concerned to contact the disability support contact as early as possible;
- with the participant's consent, flag any situation requiring consideration of adjustments;
- help identify suitable solutions with the training provider where necessary.

Where necessary, discussions with the commissioning organisation help clarify workplace constraints, possible adjustments and coordination arrangements that support successful training.

Confidentiality
Discussions relating to a disability are handled with discretion and confidentiality. Information is shared only with those whose involvement is essential to implementing adjustments, and with the consent of the person concerned, unless a specific obligation requires otherwise.