**Case Study – Vic**

**Who**: You (Vic) work on Chad’s marketing team. Congrats, this is your first real job! You were hired about two months ago. The online portfolio you showed in the interview really wowed the interview panel and you are quite pleased to have a job on this team. The word on the street is that this company is quite successful due to how aggressive and confident the staff are. You get along with everyone. So far though, you seem to be experiencing challenges with the team meetings.

* Chad seems to allow everyone to talk over each other with their ideas. You have a difficult time following all the ideas that get brainstormed. It is different than school where everyone took turns to speak in class.
* Chad gives verbal assignments in the meetings. You take notes, however just like in school, you can barely read your own writing. Chad does not seem overly impressed with the work you submit. He has said more than once: ‘You are missing pieces that we talked about in the meeting.’

One day after work, Vic was informed by his wife, Nelle, that it has been established by the school and doctor, that their son, Gabe, has a learning disability. Gabe has trouble forming letter shapes, and his work is all over the page. Vic has noticed that Gabe grips his pencil really awkwardly as well, however thought nothing of it. Vic’s wife was also told that it has been noticed that Gabe gets tired easily in class.

Nelle takes charge and learns about dysgraphia and how to help her son.  She has read a lot of information about dysgraphia and shares everything with Vic.  After listening, Vic begins to wonder whether he has a learning disability. He reflects back on his school days and he just figured that his issues were normal; for example that he had challenges listening and writing at the same time, and writing clearly so that others could read his writing.  Vic shares his feelings with Nelle, and his concerns about work.  He does not know what to do. He is concerned about not passing the probation period at work.  Nelle says to Vic that he should tell his HR department, that he is protected by law, and that his boss should be more accommodating.

**Accommodation Approach**:

1. How do you think Vic should handle this?
2. List some options that Vic could implement himself, or ask for.
3. For a moment, pretend you work in the Human Resources department.  Indicate one or two ways that you could increase the awareness to your management team about learning disabilities in general, and specifically what kind of tools or assistive devices could be supplied to employees who disclose they have a learning disability pertaining to writing.