

Windmills **is a high-impact training curriculum changing the perception of disability. Through exercises, individuals can identify emotions, stereotypes, and attitudinal barriers that will assist them to become better effective managers. Windmills has a proven history of assisting those with and without disabilities to better understand the culture of disability in the workplace.**

How can "Windmills" help my organization?
The training focuses on attitudes and human factors, while reducing fears, biases and myths that create barriers in the hiring process.

MODULES

Perspectives
This module will examine stereotypes associated with common disabilities and introduce self-awareness about people with disabilities.

Profiles
This module will examine how stereotyping of persons with disabilities may impact employment decisions.

Fact or Fiction
This module teaches individuals to anticipate situations that might occur in the workplace with people with disabilities.

Whose Fault
This module will improve individuals' awareness of the different players and roles in a successful business model and to identify more effective ways to communicate and resolve conflict.

Taking Emotions out of Emotional Disabilities
This module will provide a way for employers to consider reasonable accommodations for persons with emotional disabilities in an emotionally neutral environment.

Assistive Technology and Reasonable Accommodations
This module will acquaint individuals with the creative process in Identifying possible reasonable accommodations.

To Learn more, contact your DARS Business Development Manager
https://www.dars.virginia.gov/drs/businessservices/team.htm

DARS
Virginia Department for Aging and Rehabilitative Services

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