

# PUBLIC MANAGERS GOING BEYOND LEGAL REQUIREMENTS TO ASSIST SPECIAL NEEDS EMPLOYEES

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# LEGAL ISSUES VS. MORAL IMPERATIVES

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- Check sheets and boxes?
- Are we doing enough or not the right things?

# WHAT IS IT LIKE TO HAVE SPECIAL NEEDS?

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- Isolation
- Pain
- Fear of Failure
- Thankful

# GOING ABOVE LEGAL REQUIREMENTS

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- “Let us do what we can do...”
- “Talk about what you talk to others about...”
- “Don’t assume we can’t do something...”

# GOING ABOVE LEGAL REQUIREMENTS

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- “Talk with me...not about me...”
- “I am just an employee who does things differently...”

# COMMENTS AND QUESTIONS?

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Thank you for your kind attention and interest!

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