

PATIENCE

Patience was diagnosed with Hepatitis C. She worked at an accounting firm and did not tell them about it when she got the job. She was worried about what they would think, and she did not think that her diagnosis would affect the way she did her job.

One day, she told a close workmate. When she came to work the next day, she found that her workmate had told other people. After lunch, there was a note on her desk calling her a 'druggie'.

Patience was really upset. After a few days, she decided to ask for a meeting with her employer to tell her what had happened. Patience's employer seemed shocked to hear about the behaviour of the others but was worried that if he said something it might cause conflict within the team. He said he would say something to the other employees but kept putting off actually doing so.

Patience approached Midlas for advice. Midlas told her that she might have a complaint of disability discrimination or harassment under the law, but Patience did not want to make a complaint now. Midlas wrote a letter detailing the requirements under disability discrimination law and asking the employer to resolve the matter swiftly.

Upon receiving the letter, Patience's employer called an urgent staff meeting to discuss the importance of a safe workplace and the policy on harassment and discrimination. Patience's complaint was then dealt with in accordance with the workplace grievance policy and the situation was resolved.