



**L'ÉCOLE DE
DESIGN**

Nantes Atlantique

WELCOME BOOKLET FOR LEARNERS WITH DISABILITIES



...

Contents

1. The different disability laws and the signing of the disability charter
2. The different types of disability
3. Welcome procedure at L'École de design Nantes Atlantique
4. Accessibility and accommodations
5. Disability and apprenticeship
6. Our partners

1. The different disability laws and the signing of the disability charter

L'École de design's policy operates within an evolving legal framework:

› The Act of 11 February 2005 on disability, promoting equality of rights and opportunities.

- The Act now takes into account the four categories of disability: physical, sensory, cognitive and psychological disabilities, and also applies to people with reduced mobility, including temporarily.
- It establishes the principle that “every person with a disability is entitled to the solidarity of the entire national community, which guarantees them, by virtue of this obligation, access to the fundamental rights recognised for all citizens, as well as the full exercise of their citizenship”.
- To achieve this, disability policy notably implements two complementary measures:
 - the necessary compensation for disability, which, based on the individual's life plan, takes into account all additional costs resulting from the disability;
 - the requirement for accessibility throughout the entire mobility chain, which applies to the various components of collective life, namely the built environment (new and existing establishments open to the public, professional premises, housing, except for housing built by owners for their own use), public transport (bus, metro, tram, train, plane, boat), roads and public spaces (gardens, car parks, pavements, street furniture, etc.), public online communication channels (internet, telephone, TV, etc.), participation in civic life (access to the electoral process) and public services (emergency calls, access to legal rights, etc.).

› The Act of 5 September 2018 on freedom to choose one's professional future

- It strengthens the Obligation to Employ Workers with Disabilities (OETH) in companies.

› In March 2022, L'École de design Nantes Atlantique also signed the Charter for welcoming learners with disabilities, in partnership with the Pays de la Loire Region, Agefiph and Ressource Handicap Formation:

- The charter includes 7 commitments, in particular appointing a disability advisor, welcoming and supporting learners with disabilities, and implementing all necessary measures to compensate for disabilities through appropriate accommodations.

2. The different types of disability

› Disability:

“A disability, within the meaning of this Act, is any limitation of activity or restriction on participation in social life experienced by a person in their environment due to a substantial, lasting or permanent impairment of one or more physical, sensory, mental, cognitive or psychological functions, multiple disabilities, or an incapacitating health condition.”

› Disability may therefore be:

- Physical (back conditions, mobility, musculoskeletal disorders, disabling illnesses, etc.),
- Psychological (depression, psychosis, neurosis, bipolar disorder, schizophrenia, obsessive-compulsive disorder, etc.)
- Mental (intellectual disability),
- Cognitive: cognitive disorders or neurodevelopmental disorders: “DYS” disorders, such as dyslexia and dysorthography, attention disorders with or without hyperactivity (ADHD), autism spectrum disorders (ASD)
- Visual,
- Hearing

› Disability may be temporary or permanent

85% of people with disabilities acquire their disability during their lifetime (accident, disabling illness, wear and tear, etc.)

80% of disability situations are invisible

3% of people with disabilities use a wheelchair

10 to 15% of disabilities require workplace accommodations

3. Welcome procedure

Before being a person with a disability, you are first and foremost a person

**Prise de contact si possible avant
le début de la formation avec
la Référente handicap : Karine
LORIENT par mail
k.loriant@lecolededesign.com ou
téléphone 02 51 13 89 59**

**Entretien en présentiel ou distanciel
avec la Référente handicap afin
d'identifier les besoins et prévoir les
compensations et aménagements
nécessaires pour pallier aux
conséquences du handicap**

**Mise en place des aménagements
et information : responsable
pédagogique et enseignants pour
le CFA, formateurs pour la FC, et la
personne en charge de la VAE**

4. Accessibility and accommodations

Each disability situation requires specific accommodation needs.

› The disability advisor is present at the training site.

› **Accessibility of the premises:**

- Information provided in advance (transport, access map)
- Our premises are fully accessible to people with reduced mobility: accessible parking spaces for people with disabilities, step-free access to the entrance of our establishment, lifts, adapted toilets, etc.

› **Digital accessibility:**

- The school has a digital learning environment (Neocampus) bringing together educational resources, storage and sharing spaces, each student's calendar, a messaging system, and digital project management tools, making information more accessible to students with disabilities.

› **CROUS Cafeteria**

- <https://www.crous-nantes.fr/restaurant/cafet-inspirations/>
- Accessible to people with disabilities
- 52 boulevard de la Prairie au Duc, Nantes

› **CROUS Accommodation**

<https://www.crous-nantes.fr/social-et-accompagnement/accompagnement-auquotidien/etudiants-en-situation-de-handicap-les-crous-a-vos-cotes-au-quotidien/>

- Specific needs are taken into account according to the student's health situation.
- Possibility of being allocated adapted or nearby accommodation.

› **Educational and training accommodations:**

- Individualised support
- Additional time
- Small-group room
- Enlarged materials, specific font
- Reader, scribe
- Educational materials and content made available on our intranet: Néocampus
- Loan of an ergonomic chair...

4. Disability and apprenticeship

- › No age limit applies to signing an apprenticeship contract if the apprentice has RQTH (Recognition of Disabled Worker Status).
- › If the future apprentice has RQTH: indicate it on the employment contract (CERFA).
- › Financial assistance for the company + legal obligation to employ 6% people with disabilities for companies with more than 20 employees — with equal skills, the company will then hire a person with a disability.
- › If possible, discussion between the apprentice, the apprenticeship supervisor and the disability advisor before the start of training regarding any accommodations that may need to be implemented in the company and at the CFA.
- › Informing the teaching team about the accommodations.
- › Monitoring the apprentice throughout the training and making adjustments where necessary.
- › Possibility of involving an expert to identify compensation needs and implement them at the CFA and/or in the company.

5. Our partners

- › Departmental disability coordinator
- › Ressource Handicap Formation
- › AGEFIPH (private sector) – FIPHFP (public sector)
- › Skills Operators (OPCO)
- › MDPH (Departmental House for People with Disabilities)
- › Rectorate
- › CAP Emploi
- › Handisup
- › Greenactes
- › Hypers-Supers 44 Association
- › Psyactiv
- › CRA: Autism Resource Centre
- › SESSAD - APAJH
- › Guide dogs for the blind...



Contact

Karine LORANT

k.loriant@lecolededesign.com

02 51 13 89 59