

Reasonable adjustment during recruitment

Sometimes, people with disability need reasonable adjustment during the recruitment phase. Adjustments could include:

- making all recruitment materials (position descriptions, application forms, questionnaires) available in accessible or alternative formats
- scrapping medical tests or aptitude tests that are unrelated to essential job requirements
- providing alternatives to written tests
- ensuring the interview process caters to the access needs of all candidates (for example, accessible venue, encouraging/arranging for relevant supports to be available for the interview including; Auslan interpreters, employment support workers/attendant carers).

Reasonable adjustment during the recruitment phase ensures that all applicants have a fair chance to demonstrate they have the skills required for the position.

Find out more about support available for making reasonable adjustments through the [Employment Assistance Fund \(EAF\)](#).

