



Date: 02.03.2017

CENTER OF EXCELLENCE FOR PwDs
MEETING ON “CHALLENGES AT WORKPLACE”
DATE 07.02.2018

A meeting was convened at Center of excellence, conference hall, Bengaluru on 07/02/2018, 11 Employees with Disabilities’ working in various offices/ branches of SBI functioning within this campus were participated. This meeting was convened in an informal environment after office hours facilitated by the Chief Manager, COE, SBI Foundation.

Gist of the meeting are listed as under:

Sr No	Challenges Faced	Solutions by the group/ facilitator
01	Often getting official communication in email as screen shots or Scanned letters, which is not readable by the Screen reading software	We can raise the issue to the inclusion centre, CC Mumbai to take up the issue with S&P/CC department to advice issuing these communications in readable pdf form.
02	Not all ATMs are Accessible by the visually impaired	Details of location of Talking ATMs are available in the website https://talkingatmindia.org/
03	Audio Circulars are giving the Gist only	We have to down load required circular which are very much accessible.
04	In CBS promotions and in some of the functionalities in the Apps are not accessible.	Asked to come on with specifically with the screens or the frames/ buttons/ links in the Desktop/ app are in accessible. However, the issue to be taken up with the bank to make accessibility as mandatory for all the screens in CBS and all the existing and future apps with all the vendors/ developers.
05	Upgraded version of Jaws not provided	Advised to escalate to Manager (HR) of the concerned RBO, through the Branch Head.

06	All the places in our offices to be made accessible Ex. Buttons at the Lift etc. to be affixed with Braille labels	Take up the issue with premises department to identify the places and have braille markings.
07	It is very difficult to identify the denominations in recently issued currency notes	We can suggest this issue in the appropriate forum and convey it to RBI.
08	Not treating at par with others peers/Controllers	Planning to conduct Sensitization work shop for the division heads and peers, where these PwDs are working.

The meeting concluded with appreciating SBI Foundation for its support in empowering PwDs, and suggested that such meetings to be conducted at once in a quarter inviting more employees from our bank and also from other banks in order to discuss the challenges and to get work place solutions.

SBI Foundation