

## INTERVIEW OF A CANDIDATE WITH DISABILITIES BY A SELECTION COMMITTEE

*Decree of 22 December 2017 setting the conditions of using video conferencing for organising means of access within the State civil service*

### Information for candidates

Candidates with disabilities may, under certain circumstances, benefit from exemptions to the normal rules for the process of competitive exams that are provided by the organisers in favour of disabled candidates and, therefore, their interview.

The duration and division of these tests may be adapted to the candidate's physical ability. Human and technical supports may be brought along. Sufficient rest time shall also be provided between two successive tests.

In addition, the institute shall be informed in advance that a candidate with disabilities is participating in the competitive exam in order to ensure accessibility to the interview room and that there is a reasonable period between the tests in the event of added time.

#### **Conditions:**

- The candidate must be recognised as a "disabled worker" (RQTH – Recognition of disabled worker status) by the Commission for the rights and independence of disabled people (CDAPH) or belong to one of the categories of the beneficiaries of the work obligation (BOE) given in Article L. 323-3 of the French Labour Code.
- The candidate must submit a request for adjustments to the tests to the institute.

The adjustments to the tests shall be decided according to the opinion of a qualified doctor. The doctor consulted (in the department where the concerned party lives) shall provide a certificate determining which particular conditions (facility, added time, assistance) may benefit the candidate during the tests, in line with his/her degree of disability and the candidate's request.

The members of a selection committee that makes decisions on the recruitment process will be made aware of the disability.

#### **Process:**

Given the very short periods between the invitation and the candidates' interviews, it is recommended that candidates with disabilities anticipate a potential interview and procure a medical certificate.

The candidate must send **without delay**:

- his/her RQTH certificate or any document justifying his/her inclusion in one of the BOE categories.
- the medical certificate defining the particular conditions that he/she will benefit from during the tests.
- a request addressed to the President of UCA quoting the reference number of the job to which he/she is applying

to the Human Resources recruitment team [recrutement-enseignant.drh@uca.fr](mailto:recrutement-enseignant.drh@uca.fr)