

What does disability mean?

A disability occurs when a person with certain deficiencies interacts with the existent barriers within his physical, social and behavioral environment. We can refer to physical and locomotor, sensorial (visual, auditory), mental (cognitive, neurological or psychological) disabilities.

Why is the inclusion of persons with disabilities so important?

Because the minority consisting of persons with disabilities is the largest worldwide. Anyone, no matter the gender, age, ethnicity or religion can have or develop a disability. **We are different but we have the same rights!**

Inclusion of persons with disabilities can be discouraged by barriers such as discrimination, social phobia, or labels. It is important that everyone makes efforts in order to mitigate these barriers and to create an inclusive and accessible environment for all.

People make it happen.

This is the underlying belief of the 2030 People & Culture Strategy. We aspire to an inclusive, meaningful workplace, which allows everyone to perform at their best.

We aim to promote a social approach to disability, where disability fades away in an inclusive and accessible environment for everyone.

You deserve to be loved, respected and appreciated, just the way you are!

Disabilities

A guide for all of us



Access the full brochure here:



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OMV Petrom
The energy for a better life.

The Exclusion of Social Barriers

Persons with disabilities have the right to be treated normally. Everyone is unique and functions differently, whether they have a disability or not. Some disabilities are obvious (such as physical or locomotor), but others might be hidden (such as auditory or mental).

Here are several suggestions for an effective communication with persons with disabilities:

- Focus on the person, not on the disability
- Address the person directly, ask clarifying questions instead of making suppositions
- Offer your help and wait for the other's acceptance
- Respect the other's personal space and needs

"The only disability in life is a negative attitude"

Scott Hamilton

We aim to promote empathy, acceptance, and the inclusion of the persons with different needs and of the various perspectives they bring in our life and work.

It all starts with you! Today, you be the one who takes the first step!

Formal declaration of a disability

This is an important step towards obtaining access to a series of resources necessary for the improvement of life and work quality. Such resources might be:

- Accessibility of workplace and tasks adaption according to the functional potential
- Exemptions from certain taxes and social security contributions
- Reductions or exemptions from certain tax payment
- Credits with subsidized loans
- Right to park on reserved lots

In order to submit the application for disability assessment and classification, it is needed:

- Standard application form
- Medical files:
 - Report filled by the specialist doctor
 - Standard medical letter from the family doctor
 - Paraclinical investigations required by the psycho-medico-social criteria in force for the considered pathology
- Copy of the identity document
- Certificate which attests the employment
- Social investigation at home, performed by the specialized social service

Private Health Insurance

- Signal Iduna Call-Center: 0800 39 09 09, free, non-stop call and email: asigurare.sanatate@suportsanatate.ro
- Marsh Info Line: 021 380 85 02, Monday - Friday, timeframe 9:00 - 18:00 o'clock, normal tariffs, email: asigurare.sanatate@marsh.com

Health Benefits within OMV Petrom

- The employee, their family and the interested OMV Petrom partners can conclude a monthly insurance plan offered by one of the main suppliers: **Medicover**, **MedLife**, **Regina Maria** or **Sanador**. The insurance plans include annual analysis and investigations packages/ discounts for special investigations and access to an integrated health system
- Psychological support offered via the partnership OMV Petrom - **Oana Nicolau Clinique**, part of **Regina Maria Health Network**. Appointments can be done by phone, on 0733.303.334 or by Regina Maria app.
- Life insurance from **Allianz Tiriac Asigurari S.A.**, covered by the employer.

PetroMed Campaigns

By means of a network with competent doctors, nurses and other medical experts, PetroMed covers a series of services, such as:

- Occupational medicine
- General medicine
- Emergency medical assistance
- Prevention services oriented towards the main pathologies of the target population

Comprehensive information
can be found here:

