



**EAGLEBOYS**

## Media Release

FOR IMMEDIATE RELEASE

14 April 2016

### **EAGLE BOYS WANNEROO EMPLOYEE AIMS TO BE FIRST DEAF FRANCHISEE**

Most teenagers struggle to figure out what they want to do with their life, but 19-year-old Dylan Gapes has his sights set on making history, to become the first deaf Eagle Boys franchisee.

Dylan said he had faced struggles with trying to find work since leaving school in 2014, but after just one month into his first job with Eagle Boys, his future seems clear.

“It has taken me a long time to find work because I am deaf,” Dylan said.

“This is the first job I’ve had since leaving school, so it’s a dream come true.”

Deaf Australia CEO Kyle Miers said the difficulties Dylan faced while looking for work was sadly commonplace for many deaf people.

“Even when the deaf applicants are highly suitable, many employers will not hire them just because they are deaf and they cannot hear and communicate like everyone else,” Mr Miers said.

Mr Miers said this is a case of indirect discrimination and employers often don’t realise there are services available to help.

“There are Commonwealth government initiatives that allow employers to access interpreters, visual support equipment or whatever else is needed to remove barriers in the workplace,” Mr Miers said.

“In a community that is very reliant on sound, the attitudes need to be changed to promote a fair, inclusive and diverse workplace.”

Eagle Boys Wanneroo franchisee Kellie Martin said she was more than happy to promote a fair workplace and met Mr Gapes through a job-seeking agency.

**(More...)**



**EAGLEBOYS**

## Media Release

(Cont...)

“He’s a smart, young boy and a really good role model, especially for some of the younger staff members as he has excellent work ethic,” Ms Martin said.

“He’s given a task and just carries on with it, no questions asked.”

Ms Martin said she didn’t see hiring a deaf employee as creating a communication barrier, but instead improve practices in the store.

“I’m always happy to find other ways to communicate to my staff and to get everybody involved and engaged,” Ms Martin said.

“It’s been going really well. Dylan teaches them a little bit of sign language to help the team communicate with him and they all take their time, helping him with the work.

“Everyone’s been really accepting and welcoming to him.

“Nothing’s really changed procedure-wise, we do everything exactly the same. I’ve found the only thing that has changed is explanations and communication is much more visual than before.”

Dylan was hired by the Wanneroo Eagle Boys store on 12 February this year and has been working as an in-store hand ever since.

He previously had work experience with Eagle Boys but this was the first time he had been granted paid employment.

Dylan said he is looking forward to what the future holds for him.

“I really enjoy working at Eagle Boys,” Dylan said.

“I like making pizzas and I like the people. They’re really nice and friendly and want to learn sign language. I feel really happy to be a part of a great team.”



**EAGLE3BOYS**

## Media Release

**FOR MORE INFORMATION OR INTERVIEWS CONTACT:**

Sam Moore, Communication Coordinator

(t) 07 3286 3333

(e) [sam@elevatecom.com.au](mailto:sam@elevatecom.com.au)

Matt Gharakhanian, Communication Assistant

(t) 07 3286 3333

(e) [matt@elevatecom.com.au](mailto:matt@elevatecom.com.au)