



Division of Vocational Rehabilitation Business Relations Unit

Best Practices for *Embracing Disability* in the Workplace



3 Steps to Consider:

1

Step 1: Have introspection

- Recognize barriers your hiring practices may be presenting
- Identify policies you have in place for providing accommodations
- Question if you have employees with disabilities, why and why not.

2

Step 2: Be Proactive

- Increase your company's knowledge and awareness of diversity gaps
- Identify partners and resources
- Develop recruitment and retention strategies for employees with disabilities

3

Step 3: Empower your people

- Utilize resources that could support your company goals
- Make top management commitment and start mentoring programs where available
- Employ people with disabilities and provide support where needed

Best Practices & Hiring Strategies:

It starts with: Visible Top Management Commitment

- Using a specialized recruiting source
- Utilizing Employer Tax Credits
- Equity, Diversity, and Inclusion Training & Education
- Creating Employee Resources Groups and giving them a Space for Change
- Mentoring within the Company
- Use of Assistive Technology
- Create or Update Policies and/or Spaces with Universal Design in mind

