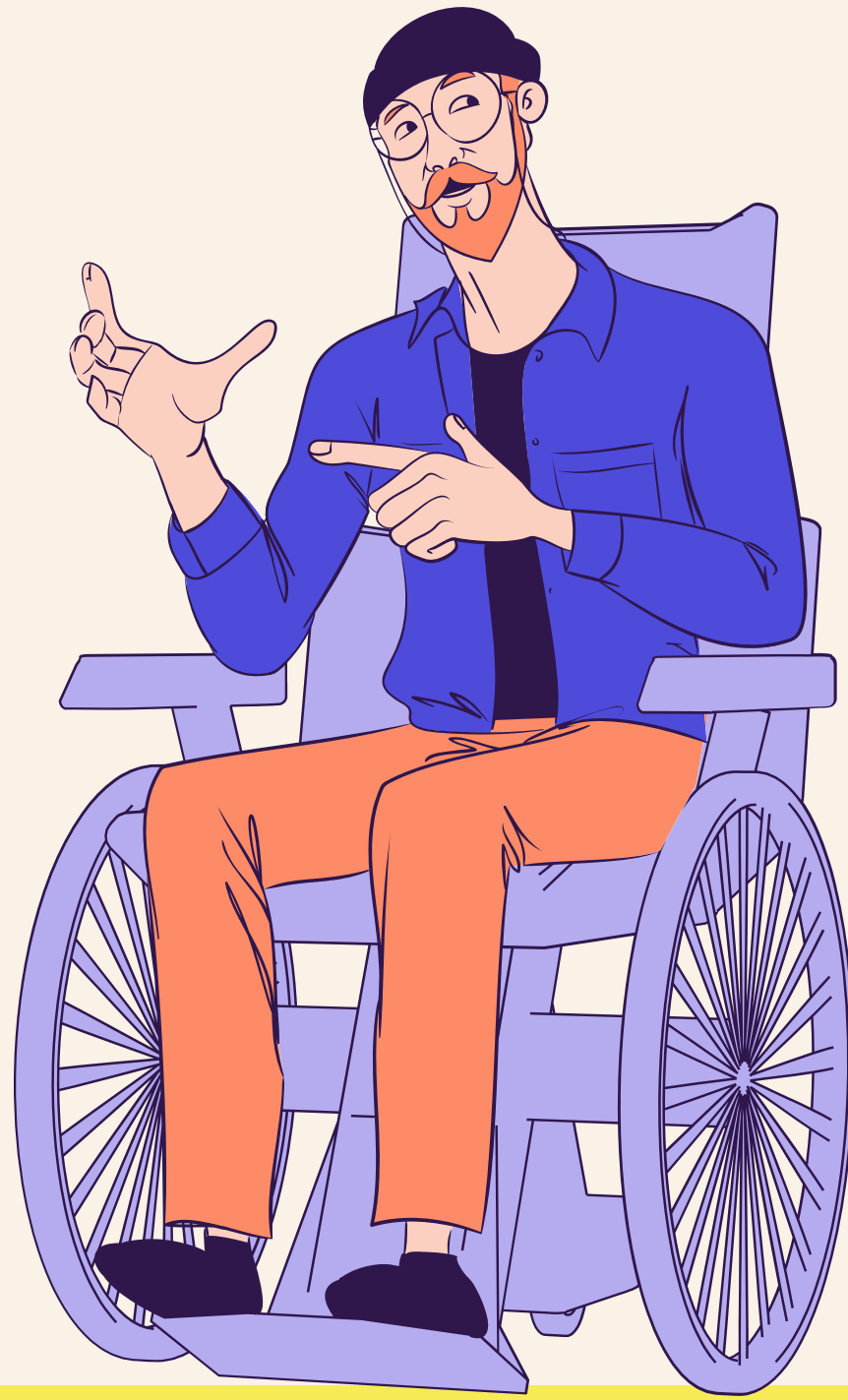


DISABLED FRIENDLY WORKPLACES

Indicators a workplace may be friendly to disabled people

The Workplace is Accessible

Doors are big enough for wheelchair access. Halls and walkways are wide. Work computer programs are compatible with low vision software programs. In short, have disabled workers been considered before you arrived?



Remote Work is an Option

Remote work allows disabled workers to access their jobs without navigating barriers like long commutes.



Accessible Hiring Process

Is the process respectful of your time and energy? How good is the workplace at supporting your needs during the interview process? Is pay and hiring timeline information transparent?



Neurodivergency is Considered in Workplace Culture

Are meetings typically long and drawn out? Is post-work socialization expected? Is the workplace loud and bright? Is there clear communication in the workplace or are people expected to "read the room"?



Work-life Balance is Not Just a Slogan

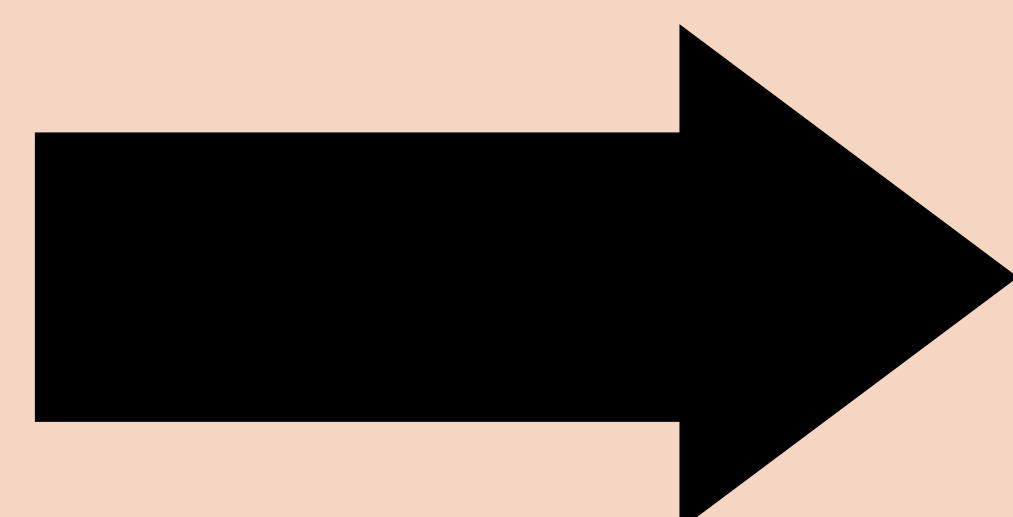
Does the workplace have generous time off, including sick time? Are workers encouraged to use vacation time? Look for workplaces that respect employees' personal time.

Ableism is part of diversity and inclusion training

Ableism is identified, discussed, and efforts are made to address it in the workplace including a system of accountability (ex. bias reporting system).



Questions You Can Ask Employers



FIVE QUESTIONS TO ASK EMPLOYERS



What have you done in the past couple years to make the organization more accessible to disabled workers?

Can you tell me about the last vacation you took and how often you take time off?



How often is your diversity and inclusion training updated and what does it cover?

How does your workplace address ableism? Do you have a system in place for accountability?



Are there a lot of meetings in the organization and how long do they run on average?



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