

Inclusive Employer

Handbook

Session 1:

Inclusive Workplace

An inclusive workplace is one where employers recognize the value of the diversity each employee brings to the organization. Employees feel comfortable fully expressing their unique perspectives at work. A workplace inclusive of individuals with disabilities offers benefits like innovation, improved productivity, and a better work environment.

Strategies to strengthen your workplace's inclusion of individuals with disabilities:

Formalized Commitment to Disability Inclusion

- Communicate a statement of commitment from top-level executives
- Create diversity policies and host activities
- Post an equal employment opportunity statement in key areas
- Post a reasonable accommodation statement in key areas
- Feature disability-related topics in employee newsletters
- Include images of people with disabilities in marketing materials
- Share the business case with stakeholders

Engagement with External Organizations

- Partner with Opportunities for Ohioans with Disabilities
- Benchmark disability efforts against peers
- Participate in disability-focused events and activities

Internal Resources to Support Inclusion

- Dedicate a role to managing disability inclusion
- Create an Employee Resource Group (ERG) focused on disability
- Form a diversity committee that includes disability

Disability Education Training

- Disability Etiquette
- Disability Awareness
- Invisible Disabilities in the Workplace
- Accessible Hiring Process and Onboarding