

# Governor's Inclusive Employer Award



**Ohio**

Opportunities for Ohioans  
with Disabilities

**Mike DeWine**, Governor  
**Kevin L. Miller**, Director

## Ohio Governor's Inclusive Employer Award Application – 2022

Moments after taking the oath of office, Governor Mike DeWine signed Executive Order 2019-03D, which established Ohio as a Disability Inclusion State and a Model Employer of Individuals with Disabilities. To reinforce his commitment to Ohioans with disabilities, H.B. 110 included presenting the Governor's Inclusive Employer Award each year during October's National Disability Employment Awareness Month (NDEAM) to employers who meet the criteria for having a workplace inclusive of individuals with disabilities. Opportunities for Ohioans with Disabilities (OOD) is responsible for determining the criteria for the award and promoting participation by Ohio employers. OOD will review applications and make recommendations to Governor DeWine for the selection of the award recipient(s).

[The Application Form to submit your response can be found here.](#) **This PDF version of the application is provided to assist you in compiling your response as the Application Form will not allow users to save their work in-progress.** Please make sure you have completed the Application Form in its entirety before submitting. [You may also visit our website for more information.](#)

The deadline for responses is **11:45 p.m. on Wednesday, August 3, 2022.** Only one application may be submitted per company.

Questions regarding the Award or any technical issues can be directed to [ood.hiringability@ood.ohio.gov](mailto:ood.hiringability@ood.ohio.gov).

Thank you for your interest in applying for this Award!

## Employer Information

1. Please provide your company name.
2. Please provide your physical address.
3. Please provide your website address.
4. Please provide the full name and title of the primary contact.
5. Please provide the phone number of the primary contact.
6. Please provide the e-mail address of the primary contact.
7. Please provide a description of your company's operations in Ohio, such as the number of Ohioans your company employs and locations where employees report to work.

## Award Criteria

The Ohio Governor's Inclusive Employer Award application includes four selection criteria: Inclusive Workplace; Recruiting, Hiring, and Supporting Employees; Workplace Accommodations; and Workplace Accessibility.

This application includes 20 total questions (five per each of the four selection criterion). There are 100 total points available, and each question is worth five points. Responses will be evaluated based on the narrative description and specific examples for each question. It may be necessary to include the same examples of inclusive practices in more than one response and in more than one section. Please answer the question completely, assuming that the reader has no prior knowledge of your company. The employer(s) with the highest score will be awarded the Governor's Inclusive Employer Award. Additionally, all employers who score 80 points or higher will be recognized.

### Criterion One: Inclusive Workplace (25 points)

Questions in this section address how your company creates and sustains a disability-inclusive workplace culture. Please limit each response to 4,000 characters or less.

8. Please describe your company's formalized commitment to foster a disability-inclusive culture, such as a policy, strategic plan, procedures, statement, or other.
9. Please describe how your company engages with external disability organizations or events (e.g., Opportunities for Ohioans with Disabilities, disability service providers, or disability advocacy organizations) to benchmark and/or inform your disability inclusion efforts, such as leadership serving on the Board of Directors, attending networking events, attending trainings, participating in job fairs, and/or other.
10. Please describe your company's dedicated resources to support diversity, equity, and inclusion efforts in relation to people with disabilities, such as a staff or leadership role or position, an Employee Resource Group (ERG), a diversity council, or other.
11. Please describe your company's efforts to provide regular training on disability etiquette, disability awareness, or other disability-inclusion topics for managers, supervisors, and staff.
12. Please describe your company's efforts to include disability (e.g., images, references, or other) in your marketing materials (e.g., website, newsletters, advertisements, or other).

### Criterion Two: Recruiting, Hiring, and Supporting Employees (25 points)

Questions in this section address how your company is committed to recruit, hire, and support people with disabilities. Please limit each response to 4,000 characters or less.

13. Please describe your company's commitment to hire, retain, and advance people with disabilities, such as a formalized plan, established goals for hiring people with disabilities, ways to measure progress, and/or other.
14. Please describe your company's efforts to recruit people with disabilities for jobs, such as working with Opportunities for Ohioans with Disabilities or other external disability organizations, participating in disability-focused hiring events, or other.
15. Please describe your company's efforts to ensure an inclusive hiring process (e.g., training for recruiters, interviewers, and hiring professionals; practices to inclusively define essential functions of the job; accessibility of job announcements, applications, and interviews and/or other).
16. Please describe your company's efforts to ensure an inclusive onboarding process (e.g., providing a reasonable accommodation statement in the invitation for onboarding, ensuring accessibility of onboarding materials, being familiar with common reasonable accommodations, or other).
17. Please describe your company's efforts to provide information to employees about the benefits and privileges of employment, such as inclusive medical coverage, long-term disability, wellness programs, STABLE accounts, special needs trusts, or other financial tools that benefit people with disabilities.

### Criterion Three: Workplace Accommodations (25 points)

Questions in this section address how your company provides reasonable accommodations for qualified applicants and employees with disabilities to access equal employment opportunities. Please limit each response to 4,000 characters or less.

18. Please describe your company's process to ensure applicants, new hires, and employees are informed of their right to reasonable accommodation, such as including a reasonable accommodation statement in key areas, training all employees on the right to reasonable accommodation, and/or other.
19. Please describe your company's process for receiving, facilitating, monitoring, and funding reasonable accommodation requests for applicants, new hires, and employees.
20. Please describe your company's process for protecting confidential information related to reasonable accommodations.
21. Please describe your company's training practices to inform supervisors and managers of their role in the reasonable accommodation process.
22. Please describe your company's process to review previous reasonable accommodation requests to identify potential barriers at work and future accommodations budget, and/or implement accommodations for all employees.

#### Criterion Four: Workplace Accessibility (25 points)

Questions in this section address how your company provides an accessible work environment for all applicants and employees. Please limit each response to 4,000 characters or less.

23. Please describe your company's process for ensuring digital accessibility for applicants and employees.
24. Please describe your company's process for ensuring accessibility for applicants and employees in the built/physical workplace, including new and existing buildings and facilities.
25. Please describe your company's efforts to be aware of and remain current with accessibility in the workplace for people with disabilities (e.g., consultations, assessments, training, reviewing guidance, or other).
26. Please describe your company's strategies for making accessibility a priority in planning for temporary and/or off-site events, starting new projects, and funding accessibility.
27. Please describe your company's procedures for ensuring the procurement process for new technologies, buildings, and services are accessible.