

ARE YOU REALLY A DISABILITY-FRIENDLY EMPLOYER?

Take this short quiz to find out!

CHECK AS MANY BOXES THAT APPLY TO YOUR COMPANY OR ORGANIZATION.

When recruiting for positions within our organization, we ensure that:

- All of our job postings state "Equal Opportunity Employer"
- Our website is accessible, providing job postings in different formats
- Our job descriptions clearly state the essential and marginal functions of all positions
- Applicants are encouraged to request accommodations that provide them equal access to all phases of the recruitment process
- We are familiar with programs and service organizations that assist job seekers with disabilities

Total: /5

Our company provides all new hires and prospective job candidates with the following information that address these issues of interest to workers with disabilities:

- Workplace accessibility and accommodations
- Flexible benefits
- Alternative work schedules
- Additional training

Total: /4

We periodically review our policies and practices as they relate to workers with disabilities on:

- Recruitment
- Hiring
- Training
- Evaluation
- Promotion
- Disciplinary Actions

Total: /6

We regularly conduct "accessibility audits" to identify possible barriers to:

- Physical access to facilities
- Equal employment opportunity
- Promotional opportunities
- Training for Workers with Disabilities

Total: /4

We educate managers, supervisors and interviewers on:

- Accessibility for Ontarians with Disabilities Act (AODA)
- Attitudes, bias and etiquette towards disabilities
- Workplace accommodations
- Disability Management/Return to Work
- Benefits of hiring workers with disabilities

Total: /5

Our company provides flexible training opportunities including:

- Mentorship
- Internships
- Job Rotation
- Job Coaching
- Peer Training

Total: /5

We provide equal access to company-sponsored trainings and social activities for all employees, including workers with disabilities:

- Newsletters/Notices/Email blasts
- Breakrooms and lounges
- Career Advancement Training
- Specific Skill Training

Total: /4

Our company talks about assessing and re-designing jobs for workers with disabilities with:

- Managers
- Supervisors
- Lead Workers

Total: /3

We provide the following accommodations to assist employees in performing their jobs:

- Ergonomic workstations/keyboards
- Flexible workstations
- Flexible schedule
- Other accessibility tools or technology

Total: /4

Our company offers alternatives to full-time employment:

- Part-time employment
- Job sharing
- Flex-time

Total: /3

The following pro-active return to work policies and practices are in place:

- Early intervention
- Case management
- Alternate duty assignments
- Supervisor training

Total: /4

In addition, we offer similar or pro-rated benefits for part-time employees.

- Yes
- No

Total: /2

DISABILITY-FRIENDLY SURVEY GAUGE

Let's have a look. If your total was:

- 1 to 12** Your company does not attract workers with disabilities
- 13 to 25** You are somewhat friendly to workers with disabilities
- 26 to 37** You are mostly workers-with-disabilities friendly
- 38 to 49** You are workers-with-disabilities friendly