



The Global Disability Equality Index (GDEI) is a global benchmarking tool that helps businesses build a roadmap of measurable, tangible actions towards disability inclusion and equality.

BUSINESS & CONTACT INFORMATION

1. *Primary Contact: (NOTE: Primary Contact will receive benchmark information and can address questions from GDEI staff.)

- 0 *First Name:
- 0 *Last Name:
- 0 *Job Title:
- 0 *Address Line 1:
- 0 Address Line 2 (Suite, Building, Floor, etc.):
- 0 *City / Town:
- 0 *Province / State:
- 0 *Post Code / Zip Code:
- 0 *Country
- 0 *Department:
- 0 *E-mail Address:
- 0 *Phone Number:
- 0 Extension:

2. *Secondary Contact: (NOTE: Secondary Contact may be copied on benchmark information and contacted if Primary Contact is not available.)

- 0 *First Name:
- 0 *Last Name:
- 0 *Job Title:
- 0 *Address Line 1:
- 0 Address Line 2 (Suite, Building, Floor, etc.):
- 0 *City / Town:
- 0 *Province / State:
- 0 *Post Code / Zip Code:
- 0 *Country
- 0 *Department:
- 0 *E-mail Address:
- 0 *Phone Number:

0 Extension:

3. Does your organization have an accessibility contact(s)?

0 Yes_____

0 No_____

0 Not Applicable_____

3a. Accessibility Contact(s) Information (Please provide information for at least one (1) and up to three (3)):

0 *First Name:

0 *Last Name:

0 *Job Title:

0 *Address Line 1:

0 Address Line 2 (Suite, Building, Floor, etc.):

0 *City / Town:

0 *Province / State:

0 *Post Code / Zip Code:

0 *Country

0 *Department:

0 *E-mail Address:

0 *Phone Number:

0 Extension:

0 First Name:

0 Last Name:

0 Job Title:

0 Address Line 1:

0 Address Line 2 (Suite, Building, Floor, etc.):

0 City / Town:

0 Province / State:

0 Post Code / Zip Code:

0 Country

0 Department:

0 E-mail Address:

0 Phone Number:

0 Extension:

0 First Name:

0 Last Name:

0 Job Title:

0 Address Line 1:

0 Address Line 2 (Suite, Building, Floor, etc.):

- 0 City / Town:
- 0 Province / State:
- 0 Post Code / Zip Code:
- 0 Country
- 0 Department:
- 0 E-mail Address:
- 0 Phone Number:
- 0 Extension:

4. *Company Headquarters Information: (NOTE: If you score an 80 or above on the benchmark, what you enter for your Business Name is also what will be used when results are published.)

- 0 *Business Name (legal name including type of organization such as Corporation or LLP):
- 0 *Address Line 1:
- 0 Address Line 2 (Suite, Building, Floor, etc.):
- 0 *City / Town:
- 0 *Province / State:
- 0 *Post Code / Zip Code:
- 0 *Country
- 0 *Company Website Address:
- 0 *Main Phone Number:

5. *Please select all your company locations (i.e., the locations where your company has operations).

[View list of countries you can select.](#)

5a. *Please indicate the city, country, and number of employees for five (5) locations: (If you have more than five non-U.S. locations, try to limit to those locations where your business has the most employees or where it has a significant community presence. Remember, this question is not rated and is for informational purposes only.)

- 0 Location 1 City_____
- 0 Location 1 Country_____
- 0 Location 1 Number of Full-Time Employees_____
- 0 Location 1 Number of Part-Time Employees_____
- 0 Location 2 City_____
- 0 Location 2 Country_____
- 0 Location 2 Number of Full-Time Employees_____
- 0 Location 2 Number of Part-Time Employees_____
- 0 Location 3 City_____
- 0 Location 3 Country_____
- 0 Location 3 Number of Full-Time Employees_____
- 0 Location 3 Number of Part-Time Employees_____
- 0 Location 4 City_____

- 0 Location 4 Country_____
- 0 Location 4 Number of Full-Time Employees_____
- 0 Location 4 Number of Part-Time Employees_____
- 0 Location 5 City_____
- 0 Location 5 Country_____
- 0 Location 5 Number of Full-Time Employees_____
- 0 Location 5 Number of Part-Time Employees_____

6. *Is your business publicly traded? (NOTE: Publicly traded companies have a Stock Ticker Symbol. A publicly traded company, also called a public company or publicly held, is a company which has issued securities through an offering, and which is traded on the open market.)

- 0 Yes_____
- 0 No_____

6a. *If YES to Question 7, please provide your Stock Ticker Symbol: _____

(NOTE: A Stock Ticker Symbol is a system of letters used to uniquely identify a stock or mutual fund. They are typically three (3) to five (5) letters in length.)

7. *Primary Industry:

- 0 Advertising and Marketing_____
- 0 Aerospace and Defense_____
- 0 Agriculture_____
- 0 Automotive_____
- 0 Banking, Financial, and Asset Management_____
- 0 Chemical and Biotechnology_____
- 0 Consulting and Professional Services_____
- 0 Consumer Products_____
- 0 Educational Services_____
- 0 Energy and Utilities_____
- 0 Engineering and Construction_____
- 0 Entertainment, Media, Hospitality, and Leisure_____
- 0 Food, Beverage, and Groceries_____
- 0 Healthcare, Health Service, and Healthcare Medical Facilities_____
- 0 Hotels, Resorts, and Casinos_____
- 0 Information and Internet Services_____
- 0 Insurance_____
- 0 Law Firms_____
- 0 Mail and Freight Delivery_____
- 0 Maintenance, Repair and Operations_____
- 0 Manufacturing_____
- 0 Oil, Gas, Mining, and Metals_____
- 0 Pharmaceuticals_____

- Publishing and Printing_____
- Real Estate_____
- Retail and Ecommerce_____
- Technology_____
- Telecommunications_____
- Tobacco_____
- Transportation and Logistics_____
- Travel and Airlines_____
- Waste Management and Renewables_____

CULTURE & LEADERSHIP

Culture

Businesses commit to and demonstrate a sustained, visible cultural commitment to disability inclusion.

1. *Does your company have a corporate-wide written statement of commitment to Diversity & Inclusion? (NOTE: The written statement could be either a statement or a policy. We are seeking a Diversity & Inclusion statement. An Equal Employment Opportunity policy, Non-Discrimination/Non-Harassment policy or other compliance-related policy is not applicable for this question.)

- Yes, corporate-wide written statement _____
- No _____
- No, but plan to within the next year _____
- Do not know _____

1a. *If YES to Question 1, does the written statement(s) of commitment to Diversity & Inclusion specifically mention disability?

- Yes _____
- No _____
- No, but plan to within the next year _____
- Do not know _____

1b. *If YES to Question 1, is the statement(s) of commitment posted on your corporate websites?

- Yes
- No
- No, but plan to within the next year _____
- Do not know _____

2. *Does your company have a corporate-wide officially recognized disability-focused Employee Resource Group (ERG)/Business Resource Group (BRG) or Affinity Group (AG)? (NOTE: An Employee Resource Group (ERG), Business Resource Group or Affinity Group (AG) is an employee initiated and led group formed around common interests or background, which is open to all employees in this country. For this question, we are seeking an officially recognized group of employees that is specifically focused on supporting and advocating for individuals with disabilities. A group of employees who focuses on broad diversity and inclusion topics, such as a Diversity Committee, is not applicable for this question and is addressed in another part of the benchmark.)

- Yes _____
- No _____
- No, but plan to within the next year _____
- Do not know _____

2a. *If YES to Question 2, please provide the name of your company's ERG/BRG or AG.

Answer:

2b. *If YES to Question 2, please select all the locations where your company's ERG/BRG or AG has chapters.

[View list of countries you can select.](#)

2c. If YES to Question 2, please select all the locations where your company's disability-focused ERG/BRG or AG has a high-ranking champion or sponsor.

[View list of countries you can select.](#)

2d. *If YES to Question 2, please upload a document that tells us about your ERG/BRG or AG.

NOTE:

Please upload a document that specifically mentions the Employee Resource Group, Business Resource Group or Affinity Group (AG). Can be a flyer or screen shot. Does not need to be a multiple-page document. Acceptable file formats include Rich Text Format (.rtf), Microsoft Word (.doc or .docx), Adobe Acrobat (.pdf), and compressed files (.zip) for multiple documents. For assistance with making a compressed file, visit [Make A Zip File](#). Also, if you need to delete or replace the file that you uploaded, click the "Next" button then the "Back" button and the "Delete File" button will populate.)

Upload here:

2e. *If NO to Question 2, if employees in your company expressed interest in forming an ERG/BRG or AG chapter in your company locations, is there a process or policy for them to follow?

- Yes, at the country or regional level _____
- No, at the country or regional level _____
- Do not know _____
- Not applicable _____

3. Please select all your company locations that have company-defined goals for the hiring of people with disabilities.

[View list of countries you can select.](#)

3a. If applicable, please briefly describe the company-defined goals for the hiring of people with disabilities for these company locations.

0 Answer:

3b. Please select all your company locations that have a company-imposed penalty for not meeting a goal for the hiring of people with disabilities.

[View list of countries you can select.](#)

4. Please select all your company locations that have government-mandated quotas for the hiring of people with disabilities.

[View list of countries you can select.](#)

4a. If applicable, please briefly describe the government-mandated quotas for the hiring of people with disabilities for these company locations. (NOTE: Please include each country name and hiring quota. The quotas need to be external and related to bringing on employees.)

0 Answer:

4b. Please select all your company locations that receive a non-compliance fine for not meeting a government-mandated quota for the hiring of people with disabilities.

[View list of countries you can select.](#)

4c. If applicable, please provide an average non-compliance fine paid by your company in 1/1/2021 – 12/31/2021 for not meeting government-mandated quotas for the hiring of people with disabilities.

0 Answer:

BEST PRACTICE (optional)

5. Do any of your non-U.S. company locations have innovative disability-focused practices related to “Culture” that you would like to tell us about? If so, please describe in three (3) to five (5) sentences. NOTE: Information you provide in this section may be shared in the GDEI report or other similar publications at the joint discretion of Disability: IN and AAPD. (NOTE: Please provide up to three (3) practices.)

0 Answer:

Leadership

Businesses commit to and demonstrate visible leadership commitment to disability inclusion.

1. *Does your company have a high-ranking official(s) (within first four layers of the CEO) who is internally known as a person with a disability and/or as an ally/supporter for people with disabilities?

0 Yes_____

0 No_____

0 No, but plan to identify a high-ranking official(s) within the next year_____

0 Do not know_____

2. Please select all your company locations where there are leaders who are internally known as being allies/supporters for people with disabilities?

[View list of countries you can select.](#)

3. Please select all your company locations where there are leaders who have shown internal support of disability inclusion through sponsoring, educating, or mentoring employees with disabilities. (NOTE: A public statement could include a speech/statement at a conference/public setting, supported ERG strategy, funding an Non-governmental organizations (NGO) that serves people with disabilities, shown commitment to digital accessibility, a quote/write-up in an article, magazine, or other similar type of publication.)

[View list of countries you can select.](#)

4. Please select all your company locations where there are leaders who have shown a commitment by requiring disability inclusion training for staff. (NOTE: Examples of disability inclusion training include: disability awareness, disability etiquette, disability accommodations, disability laws, disability employment awareness, and other related trainings.)

[View list of countries you can select.](#)

4a. If applicable, please describe at least one (1) and up to three (3) examples of how your country locations/country leader(s) have shown a commitment to advancing disability inclusion. (NOTE: Examples include sharing personal testimonials and stories related to disability, encouraging employees to self-disclose, distributing video content, etc.)

0 Answer:

0 Answer:

0 Answer:

5. *Does a director who openly identifies as having a disability serve on your company's corporate Board of Directors?

- 0 Yes_____
- 0 No_____
- 0 No, but plan to within the next year_____
- 0 Do not know_____

5a. *If YES to Question 5, does the company publicly disclose or report this information?

- 0 Yes_____
- 0 No_____
- 0 No, but plan to within the next year_____
- 0 Do not know_____

5b. *If YES to Question 5, do the documents that govern nominating of directors on your corporate Board of Directors specifically mention the consideration of people with disabilities?

- 0 Yes_____
- 0 No_____
- 0 No, but plan to within the next year_____
- 0 Do not know_____

BEST PRACTICE (optional)

6. Do any of your non-U.S. company locations have innovative disability-focused practices related to "Leadership" that you would like to tell us about? If so, please describe in three (3) to five (5) sentences. NOTE: Information you provide in this section may be shared in the GDEI report or other similar publications at the joint discretion of Disability:IN and AAPD. (NOTE: Please provide up to three (3) practices.)

0 Answer:

ENTERPRISE-WIDE ACCESS, ADJUSTMENTS & ACCOMODATIONS

Enterprise-Wide Access

Businesses commit to and demonstrate commitment to workplace accessibility.

1. Please select all your company locations that have a specific emergency preparedness policy or procedure(s) or business continuity plan in place for all facilities. (NOTE: Emergency preparedness is a plan to either mitigate the effects of, or recover from, natural or man-made disasters (e.g., fires, tornadoes, pandemics, acts of terror),

as they apply to both the business; physical spaces and digital software. Business continuity planning is the process of creating systems of prevention and recovery to deal with potential threats to a company.)

[View list of countries you can select.](#)

1a. *Please provide a specific example(s) of how you communicate the policy or procedures to employees in your company locations.

Please select all that apply:

- Not applicable. No emergency preparedness policy or procedures or business continuity plan is in place_____
- In Your Company Employee Handbook_____
- Company employee safety communications (email, intranet news feed, etc.)_____
- During New Hire Orientation_____
- When Fire Drills are Scheduled_____
- No, the policies/procedures are not communicated_____
- No, the policies/procedures are not communicated, but plan to within the next year_____
- Other (please specify location for each example):_____

1b. If applicable, please select all your company locations with emergency preparedness policies or procedures in place that specifically mention people with disabilities.

[View list of countries you can select.](#)

1c. *How does your company provide emergency assistance to visitors and employees with disabilities in your company locations?

Please select all that apply:

- Not applicable. No emergency preparedness policy or procedures or business continuity plan is in place_____
- Buddy system_____
- Designated team of volunteers to provide assistance to people with disabilities_____
- Visual and audible fire alarm system components_____
- Stair-descent devices_____
- Automatic accessible intranet message_____
- Designated safe places to wait for assistance_____
- Confidential accessible system for submitting and tracking emergency evacuation assistance needs_____
- Validation that digital supports (e.g., work from home productivity tools) are accessible_____

- 0 Process to transition work accommodations/adjustments to an alternate environment (e.g., bring assistive technology or ergonomic equipment home.)_____
- 0 Other (please specify):_____

2. Please select all your company locations that have a requirement that all owned and leased company buildings and facilities are physically accessible to and usable by all people.

[View list of countries you can select.](#)

2a. Please select all your company locations that have a review process to ensure that all new buildings and facilities comply – at a minimum – with the applicable local governmental requirements for physical accessibility.

[View list of countries you can select.](#)

2b. Please select all your company locations that have a review process to ensure buildings and facilities are evaluated for access issues and steps are taken to remove any barriers. (NOTE: Examples of barriers are: no accessible parking or curb cuts, doors without power openers steps but no ramps, inaccessible bathrooms, etc.)

[View list of countries you can select.](#)

2c. If applicable, please briefly describe at least one (1) and up to three (3) examples of some of the access improvements that have been implemented in your company locations.

0 Answer:

0 Answer:

0 Answer:

2d. Please select all your company locations where procurement policies/processes include physical accessibility requirements when acquiring new facilities or buildings.

[View list of countries you can select.](#)

3. Please select all your company locations that have a requirement to ensure digital products (e.g., apps, products, services, and experiences (including training, presentations, documents, etc.) are accessible and usable by individuals with disabilities. Note: This can be achieved through a combination of: 1) adopting the most recent and relevant industry guidelines and best practices (for example, [W3C Web Content Accessibility Guidelines \(WCAG\) 2.1 Level AA](#)), and 2) providing documentation of successful user acceptance testing by users with disabilities with and without assistive technology.

[View list of countries you can select.](#)

4. Please select all your company locations that have digital accessibility expert(s) (internal or external) who can resolve accessibility and compatibility issues necessary for employees with disabilities to use internally facing digital products. (NOTE: Those with whom you conduct business activities with could include clients, customers, vendors, employees, or any party that your company interfaces with as part of your business. For example, answer “yes” to this question if you have a service or call center for external clients and/or customers and/or if you have a point of contact an employee resource center or IT help desk for employees. Any type of centralized communications/support center is acceptable for this question.)

[View list of countries you can select.](#)

4a. Please select all your company locations that have support people/teams with processes in place to handle requests for accessible formats. (NOTE: This question pertains to communications with either external and/or internal sources that your business engages in business activities with. For example, if a client, customer, or employee needs large print or Braille materials, or captioning on a video clip, is there a process in place to handle such requests?)

[View list of countries you can select.](#)

4b. If applicable, please briefly describe your process to handle requests for accessible formats in your company locations.

0 Answer:

4c. Please select all your company locations that have training for support people/teams on the process to handle requests for accessible formats.

[View list of countries you can select.](#)

4d. If applicable, please briefly describe your training process in your company locations.

0 Answer:

5. Please select all your company locations with assets and tools procurement policies and/or processes that include accessibility requirements.

[View list of countries you can select.](#)

6. Please select all your company locations that ensure all distributed communications and media posts are accessible. (NOTE: Examples of accessible communications: captioned videos, images with alt text, etc.)

[View list of countries you can select.](#)

BEST PRACTICE (optional)

7. Do any of your non-U.S. company locations have innovative disability-focused practices related to “Enterprise-Wide Access” that you would like to tell us about? If so, please describe it in three (3) to five (5) sentences. NOTE: Information you provide in this section may be shared in the GDEI

report or other similar publications at the joint discretion of Disability:IN and AAPD. (NOTE: Please provide up to three (3) practices.)

0 Answer:

Adjustments & Accommodations

Businesses commit to and demonstrate accommodation practices that fully incorporate and include individuals with disabilities.

1. Please select all your company locations that have disability accommodation policies. (NOTE: We are looking for a policy that specifically provides the company's commitment to providing reasonable accommodations. Medical leave of absence policies are not applicable for this question. The policy needs to broadly cover all disabilities rather than focus on specific disabilities. Supporting information for this question would not include job accommodation request forms or other similar types of forms.)

[View list of countries you can select.](#)

1a. Please select all your company locations that post disability accommodation policies in places where employees can access them on their own (e.g., common work areas, easily accessible intranet sites, etc.)

[View list of countries you can select.](#)

1b. *Please select all the applicable ways an employee can access disability accommodation policies in your company locations. (At least one (1) is required.)

- Not applicable. Employees cannot access disability accommodation policies_____
- In Employee Handbook_____
- In Code of Conduct/Ethics document_____
- On Intranet/Portal_____
- Physically posted at company locations_____
- Other Internal Location (please specify):_____

1c. If applicable, please upload copies of the disability accommodation policies. (NOTE: A screenshot of the policy is sufficient. Acceptable file formats include Rich Text Format (.rtf), Microsoft Word (.doc or .docx), Adobe Acrobat (.pdf), and compressed files (.zip) for multiple documents. For assistance with making a compressed file, visit [Make A Zip File](#). Also, if you need to delete or replace the file that you uploaded, click the "Next" button then the "Back" button and the "Delete File" button will populate.)

0 Upload here:

2. Please select all your company locations that have written disability accommodation procedures available to employees, which explain the process for requesting a disability accommodation. (NOTE: Locations where you have a written procedure in place, either as part of an accommodations policy or as a separate document. "Procedure" is different than "policy" in that the "procedure" informs the employee of the process and defines who an employee should contact if they are in need of a general disability accommodation, such as modified work hours, assistive

technology hardware and software, and accommodations services to include, but not be limited to sign language interpreting services and real-time captioning.)

[View list of countries you can select.](#)

2a. Please select all your company locations that have disability accommodation procedures posted where employees can access them on their own.

[View list of countries you can select.](#)

2b. *Please select all the ways an employee can access disability accommodation procedures in your company locations.

- Not applicable. Employees cannot access disability accommodation procedures_____
- In Employee Handbook_____
- In Code of Conduct / Ethics document_____
- On Intranet / Portal_____
- Physically posted at company locations_____
- Other Internal Location (please specify):_____

3. Please select all your company locations that have a required timeframe for fulfilling a disability accommodation request. (NOTE: An example of a required timeframe to provide an accommodation might be 30-45 business days from the time the accommodation is requested, unless there are issues related to accessing the accommodation and more time is required. This should be spelled out in the accommodations policy.)

[View list of countries you can select.](#)

3a. If applicable, please indicate the city, country, and timeframe for fulfilling a disability accommodation request for up to five (5) locations:

- Location 1 City_____
- Location 1 Country_____
- Location 1 Number of Full-Time Employees_____
- Location 1 Number of Part-Time Employees_____
- Location 2 City_____
- Location 2 Country_____
- Location 2 Number of Full-Time Employees_____
- Location 2 Number of Part-Time Employees_____
- Location 3 City_____
- Location 3 Country_____
- Location 3 Number of Full-Time Employees_____
- Location 3 Number of Part-Time Employees_____
- Location 4 City_____
- Location 4 Country_____

- Location 4 Number of Full-Time Employees _____
- Location 4 Number of Part-Time Employees _____
- Location 5 City _____
- Location 5 Country _____
- Location 5 Number of Full-Time Employees _____
- Location 5 Number of Part-Time Employees _____

4. Please select all your company locations that have accommodations specialists available to all employees. (NOTE: An accommodations specialist is a person who specializes in and is seen as an “expert” in accommodations. The accommodations specialist could serve as a primary accommodation resource or be utilized on an as needed basis when unique accommodation situations arise.)

[View list of countries you can select.](#)

5. Please select all your company locations that have centralized accommodations funds. (NOTE: A centralized accommodation fund is available to either partially cover or entirely cover reasonable accommodations for employees with disabilities.) (Resource: [Disability:IN's Centralized Accommodations Fund Whitepaper](#))

[View list of countries you can select.](#)

5a. *Please select which type of centralized accommodations funds your company uses.

- Not applicable. Company does not use centralized accommodations funds _____
- One centralized fund covers all accommodation costs corporate-wide _____
- One centralized fund is available to offset costs corporate-wide if your country needs financial assistance _____
- Each country has a centralized fund which covers all accommodation costs _____
- Each country has a centralized fund available to offset costs if local departments need financial assistance _____
- Government provides financial assistance for accommodations _____
- Other (please specify): _____

5b. Are your hiring managers or people managers or supervisors made aware of centralized accommodations funds in all your company locations?

- Not applicable. Company does not use centralized accommodations funds _____
- Yes _____
- No _____
- No, but plan to within the next year _____
- Do not know _____

BEST PRACTICE (optional)

6. Do any of your non-U.S. company locations have innovative disability-focused practices related to “Adjustments & Accommodations” that you would like to tell us about? If so, please describe it in three (3) to five (5) sentences. NOTE: Information you provide in this section may be shared in the GDEI report or other similar publications at the joint discretion of Disability:IN and AAPD. (NOTE: Please provide up to three (3) practices.)

0 Answer:

EMPLOYMENT PRACTICES

Benefits

Businesses commit to and demonstrate commitment to benefits that are disability inclusive.

1. Please select all your company locations that have Employee Assistance Programs (EAP) or Mental Health Support Programs accessible to all employees. (NOTE: These programs may be funded by your company or country governments. An Employee Assistance Program is a work-based, employer sponsored intervention program designed to assist employees. Most EAPs cover a broad range of issues such as wellness matters, mental health, substance abuse, child or elder care, relationship challenges, financial or legal problems, and traumatic events like workplace violence. Often EAP services are provided by stand-alone EAP vendors or providers that are part of comprehensive health insurance plans. In some cases, EAP services are made available not only to the employee but also to the employee's spouse, children and non-marital partner living in the same household as the employee.)

[View list of countries you can select.](#)

1a. Please select all your company locations where the EAP or Mental Health Support Program is available to both full-time and part-time employees.

[View list of countries you can select.](#)

1b. Please select all your company locations that offer mental health benefits above and beyond what is required by law and/or what your corporate headquarters offers.

[View list of countries you can select.](#)

1c. If applicable, please briefly describe the mental health benefits that go above and beyond what is required by law in your company locations and/or what your corporate headquarters offers.

0 Answer:

2. Please select all your company locations that pay for hearing aids in whole or in part.

[View list of countries you can select.](#)

3. Please select all your company locations that pay for vision care in whole or in part.

[View list of countries you can select.](#)

4. *Are all eligible employees made aware of all benefits provided by your company no matter where they are based?

- Not applicable. Government provides such benefits _____
- Yes _____
- No, but plan to within the next year _____
- Do not know _____

BEST PRACTICE (optional)

5. Do any of your non-U.S. company locations have innovative disability-focused practices related to “Benefits” that you would like to tell us about? If so, please describe them in three (3) to five (5) sentences. NOTE: Information you provide in this section may be shared in the GDEI report or other similar publications at the joint discretion of Disability:IN and AAPD. (NOTE: Please provide up to three (3) practices.)

Answer:

Recruitment

Businesses commit to and demonstrate recruitment practices that welcome individuals with disabilities.

1. Please select all your company locations where their talent acquisition team ensure all job candidates are aware of the option to request an accommodation(s) during all phases of the recruitment and selection process, including application and interviewing. (NOTE: This question could be asked either when setting up an interview by phone or through an email.)

[View list of countries you can select.](#)

1a. If applicable, please briefly describe the accommodation information that is communicated to candidates who are participating in the recruitment and selection process in your company locations.

Answer:

2. Please select all your company locations that work with organizations that serve people with disabilities and/or market directly to candidates with disabilities to increase your company’s outreach to and recruitment and hiring of individuals with disabilities. (NOTE: Sponsorship of an organization or event in and of itself is not applicable for this question. We are looking for information specific to your recruitment activities.)

[View list of countries you can select.](#)

2a. *Please select all the ways your company locations have demonstrated external recruitment efforts to increase your company’s recruitment and hiring of individuals with disabilities. (NOTE: Sponsorship of an organization or event in and of itself is not applicable for this question. We are looking for information specific to your recruitment activities.)

- Not applicable. Company locations have not demonstrated external recruitment efforts to increase the recruitment and hiring of individuals with disabilities_____
- Post jobs on non-government disability recruitment organization website(s)_____
- Post jobs on government disability recruitment organization website(s) _____
- Participate at job fair(s) targeting people with disabilities_____
- Establish relationships with College/University disability student services offices_____
- Establish relationships with non-governmental organizations (NGOs) that serve people with disabilities aimed at recruiting candidates with disabilities_____
- Establish relationships with governmental organizations that serve people with disabilities aimed at recruiting candidates with disabilities_____
- Promote your company’s recruitment of people with disabilities through social media and other forms of marketing/advertising_____
- Have external candidate development program(s) in place that focus(es) on skill development and/or job placement of people with disabilities_____
- Participate in student focused recruiting programs_____
- Other (please specify):_____

2b. If applicable, please briefly describe at least two (2) and up to three (3) examples of your company’s efforts to increase the recruitment and hiring of individuals with disabilities in your company locations. (NOTE: Sponsorship of an organization or event in and of itself is not applicable for this question. We are looking for information specific to your recruitment activities.)

Answer:

Answer:

Answer:

BEST PRACTICE (optional)

3. Do any of your non-U.S. company locations have innovative disability-focused practices related to “Recruitment” that you would like to tell us about? If so, please describe them in three (3) to five (5) sentences. NOTE: Information you provide in this section may be shared in the GDEI report or other similar publications at the joint discretion of Disability:IN and AAPD. (NOTE: Please provide up to three (3) practices. For example: Your company participates in disability-focused job fairs or launches social media campaigns to reach and recruit candidates with disabilities.)

Answer:

Employment, Education, Retention, & Advancement

Businesses commit to and demonstrate employment practices that fully incorporate and include individuals with disabilities.

1. Please select all your company locations that provide corporate-wide New Hire Orientation to all newly hired employees within 90 days of employment.

[View list of countries you can select.](#)

1a. Please select all your company locations that include information about disability inclusion in New Hire Orientation. (NOTE: For example: Your company provides new employees with information on how to request an accommodation, your company's Disability Employee Resource Group/Affinity Group and how to participate, and training on disability etiquette and inclusion.)

[View list of countries you can select.](#)

1b. *Please select all the ways you include disability inclusion in New Hire Orientation in your company locations. (At least one (1) is required.)

- Not applicable. Company does not include disability inclusion in New Hire Orientation_____
- New employees receive an Employee Handbook which has Equal Employment Opportunity and/or Non-discrimination policies in it_____
- New employees receive materials about Disability ERG/Affinity Group_____
- New employees are required to take training which is either focused on OR includes a component on disability inclusion_____
- The job accommodation request process is discussed and/or shared with new employees_____
- Other (please specify):_____

1c. Please select all your company locations that offer disability inclusion training for employees above and beyond any training required during New Hire Orientation. (NOTE: The training may be a part of broader diversity training. Also, for purposes of this question, it's acceptable if the training falls during or after an employee's first 90-days, so long as the training is above and beyond any standard training your business conducts as part of New Hire Orientation. Examples of disability inclusion training include disability awareness, disability etiquette, disability accommodations, disability laws, disability employment awareness, and other related trainings.)

[View list of countries you can select.](#)

1d. Please select all your company locations that require all managers/people managers/supervisors to take at least one (1) disability inclusion training above and beyond what is provided during New Hire Orientation. (NOTE: Managers/people managers/supervisors include anyone within the company with direct reports. Do not select locations where some but not all managers/people managers/supervisors are required to take the training(s).)

[View list of countries you can select.](#)

1e. If applicable, please briefly describe at least one (1) and up to three (3) disability inclusion trainings that your managers/people managers/supervisors are required to take in your company locations. (NOTE: Please provide details on specific aspects of disability inclusion that the training covers.)

0 Answer:

0 Answer:

0 Answer:

2. Please select all your company locations that have hiring programs specifically targeted to individuals with disabilities. (NOTE: Examples include 'neurodiversity at work internship/coop/employment programs' and 'autism at work internship/coop/employment programs.' Other employment programs may include those targeted to employ or provide internships/coops to people who have cognitive/intellectual disabilities, physical disabilities, those who are deaf, blind, deaf/blind, etc.)

[View list of countries you can select.](#)

2a. If applicable, please describe the types of hiring programs targeted to individuals with disabilities.

0 Answer:

3. Please select all your company locations that currently utilize employee retention and advancement programs. (NOTE: Examples include but are not necessarily limited to apprenticeships, high potential rotational programs, employee and leadership development programs, and other similar programs.)

[View list of countries you can select.](#)

3a. *Does your company have any employee retention and advancement programs that are focused on or purposefully include employees with disabilities?

0 Not applicable. Company does not have employee retention and advancement programs_____

0 Yes, we have both a program(s) that is solely focused on employees with disabilities as well as a program(s) that is inclusive of employees with disabilities_____

0 Yes, we have a corporate wide program(s) solely focused on employees with disabilities or that is inclusive of employees with disabilities, but not necessarily solely focused on employees with disabilities_____

0 No_____

0 No, but plan to within the next year_____

0 Do not know_____

3b. If applicable, please briefly describe at least one (1) and up to three (3) of your company's programs.

0 Answer:

0 Answer:

0 Answer:

BEST PRACTICE (optional)

4. Do any of your non-U.S. company locations have innovative disability-focused practices related to "Employment, Education, Retention, & Advancement" that you would like to tell us about? If so, please describe it in three (3) to five (5) sentences. NOTE: Information you provide in this section may be shared in the GDEI report or other similar publications at the joint discretion of Disability:IN and AAPD. (NOTE: Please provide up to three (3) practices.)

0 Answer:

COMMUNITY ENGAGEMENT

Community Engagement

Businesses demonstrate public-facing engagement practices that celebrate and support individuals with disabilities.

1. Please select all your company locations that provided philanthropic support to an external disability related event or organization during the period 1/1/21 – 12/31/21. (NOTE: For purposes of this benchmark question, philanthropic support can be encouraging employee service, in-kind donations, and/or financial donations.)

[View list of countries you can select.](#)

1a. If applicable, please briefly describe at least one (1) and up to three (3) philanthropic organizations serving individuals with disabilities that your company locations supported either through an in-kind or monetary contribution.

0 Answer:

0 Answer:

0 Answer:

2. *Has any of your company locations leader(s) shown external support of disability inclusion through participation on the Board of Directors for a disability-focused non-governmental organizations (NGO) or working group?

- Yes_____
- No_____
- No, but plan to within the next year_____
- Do not know_____

2a. *If YES to Question 2, please describe at least one (1) and up to three (3) examples of how your company locations leader(s) have shown external support of disability inclusion.

- *Answer:
- Answer:
- Answer:

3. Please select all your company locations that publicly supported or helped shape external global, national, or local initiatives around disability inclusion practices during the period 1/1/21 – 12/31/21. (NOTE: This is not a financial donation/support related question. If there are both financial and non-financial components to the initiative, we are looking for focus and elaboration on the non-financial components. Also, internal only initiatives are not applicable for this question nor are recruitment related activities, as recruitment is already covered in another part of the benchmark.)

[View list of countries you can select.](#)

3a. *Please select all that apply to your company location(s) (at least one (1) required).

- Not applicable_____
- Participated in an external global event or initiative that supported inclusion_____
- Participated in an external national event or initiative that supported inclusion_____
- Participated in an external local event or initiative that supported inclusion_____

3b. If applicable, please briefly describe at least one (1) and up to three (3) initiatives around disability inclusion practices that your company locations publicly supported or helped shape.

- Answer:
- Answer:
- Answer:

4. *Does your company have a formal program(s) in place to understand how to address the needs of the disability community? (NOTE: A formal program could be a focus group, market research, work with a disability consultant or expert, or usability studies. The use of an internal employee group such as an Employee Resource Group (ERG), Affinity group (AG), or Diversity Council is also acceptable; however, we are looking for specifics on what activities the group engages in to better understand the external disability community.)

- Yes_____
- No_____
- No, but plan to within the next year_____
- Do not know_____

4a. *If YES to Question 4, please select the formal program(s) your company has in place to understand how to address the needs of the disability community. Please select all that apply (at least one (1) required):

- Focus Group_____
- Market Research_____
- Work with a disability consultant or expert_____
- Participate in formal Disability Inclusion programs like Disability:IN's Inclusion Works program____
- Usability studies_____
- Employee Resource Group or Affinity Group_____
- Diversity Council_____
- Other (please specify):_____

4b. *If YES to Question 4, please briefly describe one (1) of the formal programs. Include information about how the program is utilized to better understand the needs of the disability community.

Answer:

5. *Do your company's internal and external marketing and communications efforts include individuals with disabilities? (NOTE: Marketing and/or advertising could be internal or external and in electronic or print format. Examples of internal communications that could depict people with disabilities are benefit open enrollment materials, leadership development materials, or similar type materials. Examples of external communications that could depict people with disabilities are commercials, billboards, recruitment materials, or other similar materials.)

- Yes_____
- No_____
- No, but plan to within the next year_____
- Do not know_____

5a. *If YES to Question 5, please upload at least one (1) sample or link of the media asset. Acceptable file formats include Rich Text Format (.rtf), Microsoft Word (.doc or .docx), Adobe Acrobat (.pdf), and compressed files (.zip) for multiple

documents. For assistance with making a compressed file, visit [Make A Zip File](#). Also, if you need to delete or replace the file that you uploaded, click the “Next” button then the “Back” button and the “Delete File” button will populate.)

0 Upload here:

BEST PRACTICE (optional)

6. Do any of your non-U.S. company locations have innovative disability-focused practices related to “Community Engagement” that you would like to tell us about? If so, please describe it in three (3) to five (5) sentences. NOTE: Information you provide in this section may be shared in the GDEI report or other similar publications at the joint discretion of Disability:IN and AAPD. (NOTE: Please provide up to three (3) practices.)

0 Answer:

SUPPLIER DIVERSITY & RESPONSIBLE PROCUREMENT

Supplier Diversity and Responsible Procurement

Businesses commit to and demonstrate Responsible Procurement practices that fully include and utilize disability owned, veteran–disability owned businesses and service-disabled veteran owned businesses.

1. Please select all your company locations that have a Supplier Diversity & Responsible Procurement program.

[View list of countries you can select.](#)

2. Please select all your company locations that have expenditures with disability-owned businesses. (NOTE: Disability-owned businesses include disability owned businesses, military veteran-disability owned businesses, and military service-disabled veteran-owned businesses.)

[View list of countries you can select.](#)

2a. Please select all your company locations that had expenditures with independent third-party certified or verified disability-owned businesses during the period 1/1/21 – 12/31/21. (NOTE: Refer to list of Disability:IN [certification categories](#))

[View list of countries you can select.](#)

3. *Does your company require at least some of your company locations’ prime suppliers have expenditures with disability-owned businesses?

0 Yes _____

0 No _____

0 No, but plan to within the next year _____

Do not know _____

4. *Do you have a company policy/process regarding purchasing from disability inclusive companies? (NOTE: A disability inclusive company has a clearly defined social purpose which includes providing employment and development of people with disabilities.)

Yes _____

No _____

No, but plan to within the next year _____

Do not know _____

4a. *If YES to question 4, please upload your company policy regarding engaging with disability inclusive companies. (NOTE: Please upload a document that specifically mentions the Employee Resource Group, Business Resource Group or Affinity Group (AG). Can be a flyer or screen shot. Does not need to be a multiple-page document. Acceptable file formats include Rich Text Format (.rtf), Microsoft Word (.doc or .docx), Adobe Acrobat (.pdf), and compressed files (.zip) for multiple documents. For assistance with making a compressed file, visit [Make A Zip File](#). Also, if you need to delete or replace the file that you uploaded, click the "Next" button then the "Back" button and the "Delete File" button will populate.)

Upload here:

BEST PRACTICE (optional)

5. Do any of your non-U.S. company locations have innovative disability-focused practices related to "Supplier Diversity and Responsible Procurement" that you would like to tell us about? If so, please describe it in three (3) to five (5) sentences. NOTE: Information you provide in this section may be shared in the GDEI report or other similar publications at the joint discretion of Disability:IN and AAPD. (NOTE: Please provide up to three (3) practices.)

Answer:

LIST OF COUNTRIES

Afghanistan

Albania

Algeria

Angola

Antigua and Barbuda

Argentina

Armenia

Australia

Austria

Azerbaijan

Bahrain

Bangladesh

Barbados

0 Belgium
0 Belize
0 Benin
0 Bhutan
0 Bolivia
0 Bosnia
0 Botswana
0 Brazil
0 Brunei
0 Bulgaria
0 Burkina Faso
0 Burundi
0 Cabo Verde
0 Cambodia
0 Cameroon
0 Canada
0 Central Africa Republic
0 Chad
0 Chile
0 China
0 Colombia
0 Comoros
0 Costa Rica
0 Côte d'Ivoire
0 Croatia
0 Cyprus
0 Czech Republic
0 Democratic Republic of Congo
0 Denmark
0 Djibouti
0 Dominica
0 Dominican Republic
0 Ecuador
0 Egypt
0 El Salvador
0 Equatorial Guinea
0 Eritrea
0 Estonia
0 Ethiopia
0 Fiji
0 Finland
0 France

0 Gabon
0 Georgia
0 Germany
0 Ghana
0 Greece
0 Grenada
0 Guatemala
0 Guinea
0 Guinea-Bissau
0 Guyana
0 Haiti
0 Honduras
0 Hungary
0 Iceland
0 India
0 Indonesia
0 Ireland
0 Israel
0 Italy
0 Jamaica
0 Japan
0 Jordan
0 Kazakhstan
0 Kenya
0 Kiribati
0 Kosovo
0 Kuwait
0 Kyrgyzstan
0 Laos
0 Latvia
0 Lesotho
0 Lithuania
0 Luxembourg
0 Macedonia
0 Madagascar
0 Malawi
0 Malaysia
0 Maldives
0 Mali
0 Malta
0 Marshall Islands
0 Mauritania

0 Mauritius
0 Mexico
0 Micronesia
0 Moldova
0 Mongolia
0 Montenegro
0 Morocco
0 Mozambique
0 Myanmar
0 Namibia
0 Nepal
0 Netherlands
0 New Zealand
0 Nicaragua
0 Niger
0 Nigeria
0 Norway
0 Oman
0 Pakistan
0 Palau
0 Palestine
0 Panama
0 Papua New Guinea
0 Paraguay
0 Peru
0 Philippines
0 Poland
0 Portugal
0 Puerto Rico
0 Qatar
0 Romania
0 Russia
0 Rwanda
0 Samoa
0 San Marino
0 São Tomé and Príncipe
0 Saudi Arabia
0 Senegal
0 Serbia
0 Seychelles
0 Sierra Leone
0 Singapore

0 Slovakia
0 Slovenia
0 Solomon Islands
0 South Africa
0 South Korea
0 South Sudan
0 Spain
0 Sri Lanka
0 St. Kitts
0 St. Lucia
0 St. Vincent
0 Suriname
0 Swaziland
0 Sweden
0 Switzerland
0 Taiwan
0 Tajikistan
0 Tanzania
0 Thailand
0 The Bahamas
0 The Gambia
0 Timor-Leste
0 Togo
0 Tonga
0 Trinidad and Tobago
0 Tunisia
0 Turkey
0 United Kingdom
0 United States
0 Uganda
0 Ukraine
0 United Arab Emirates
0 Uruguay
0 Uzbekistan
0 Vanuatu
0 Venezuela
0 Vietnam
0 Yemen
0 Zambia