

Disability:IN 2026 Disability Index Questions - CONFIDENTIAL / FOR INTERNAL REVIEW ONLY

** = required question*

Number	Section	Group	Question
1	Culture	Statement of Commitment	*Does your business have a written statement of commitment to inclusion in the workplace that specifically mentions disability?
1a	Culture	Statement of Commitment	Please provide the specific web page address (URL) where the statement of commitment can be found.
2	Culture	Employee Resource Group	*Does your business have an officially recognized disability-focused Employee Resource Group (ERG) or Business Resource Group (BRG)?
2a	Culture	Employee Resource Group	What is the name of your ERG/BRG?
3	Culture	Employee Resource Group	*Does the disability-focused ERG/BRG have a senior executive champion or sponsor?
4	Culture	Employee Resource Group	*Does the disability-focused ERG/BRG have a budget?
5	Culture	Employee Resource Group	*Is the disability-focused ERG/BRG mentioned on your public-facing website?
5a	Culture	Employee Resource Group	Please provide the specific web page address (URL) that mentions the disability-focused ERG/BRG.
6	Culture	Self-Identification	*Does your business provide employees an opportunity to self-identify as a person with a disability?
6a	Culture	Self-Identification	What percentage of your employees identify as people with disabilities (subject to legal restrictions on the collection of data)?
6b	Culture	Self-Identification	What percentage of employees have provided official documentation of disability status?
6c	Culture	Self-Identification	What percentage of senior executive employees identify as people with disabilities (subject to legal restrictions on the collection of data)?
6d	Culture	Self-Identification	Please copy and paste the definition of disability used by your company for employee disability self-identification.
7	Culture	Self-Identification	*Does your business have a campaign to encourage employees to participate in confidential self-identification?
7a	Culture	Self-Identification	How often do you run your disability self-identification campaign?
7b	Culture	Self-Identification	What percentage of your employees participate in your confidential disability self-identification process?
8	Culture	Reporting	*Does your business publish an annual sustainability or impact report that specifically mentions disability inclusion in the workforce?

8a	Culture	Reporting	Please provide the specific web page address (URL) for the most recent annual report that mentions disability inclusion.
9	Culture	Reporting	*Does your annual report include workforce disability participation statistics, for example, disability representation statistics, self-identification data, or official disability percentages?
10	Culture	Reporting	*Has your business's most recent annual report been audited for accessibility?
11	Leadership	Inclusion Council	*Does your business have an inclusion council that specifically mentions disability inclusion as an area of focus?
12	Leadership	Inclusion Council	*Does the inclusion council have a member who is publicly open about being a person with a disability and/or a public supporter of disability inclusion?
13	Leadership	Executive Support	*In the past year, has your business supported senior executives' engagement with disability inclusion outside of your organization (e.g., participation on a board for a disability-focused non-profit, disability-focused working group, and/or a public event appearance)?
14	Leadership	Executive Support	*Is there a senior executive inside your business who self-identifies as being a person with a disability and/or a public supporter of disability inclusion?
15	Leadership	Administrative, Management, and Supervisory Bodies	*Do your business' corporate governance charters include disability (e.g., board of director recruiting guidelines, corporate governance framework, partnership terms, or nominating committee charter)?
15a	Leadership	Administrative, Management, and Supervisory Bodies	Please provide the specific web page address (URL) for the investor relations site where the corporate governance documents can be found.
16	Leadership	Administrative, Management, and Supervisory Bodies	*Does your business include disability in its corporate governance/board demographic disclosures (e.g., proxy voting statement, ESG report, annual report, 10k filing)?
16a	Leadership	Administrative, Management, and Supervisory Bodies	Please provide the specific web page address (URL) where the disclosure documents can be found.
16b	Leadership	Administrative, Management, and Supervisory Bodies	Does your business's Board of Directors include someone who openly identifies as having a disability?
17	Accessibility	Physical Accessibility	*Does your business have an accessibility policy for acquiring new buildings and facilities (including universal design considerations)?

18	Accessibility	Physical Accessibility	*Does your business have any public-facing and/or internal policy commitments to ensure that people with disabilities can access all owned and leased business locations, buildings, and facilities?
19	Accessibility	Physical Accessibility	*Does your business have a policy to identify and remove physical access barriers in existing company buildings?
20	Accessibility	Physical Accessibility	*Does your business have an emergency preparedness policy, procedure, or business continuity plan in place that explicitly mentions people with disabilities?
21	Accessibility	Physical Accessibility	*Is your business' emergency preparedness policy, procedure, or business continuity plan communicated to employees in an accessible format?
22	Accessibility	Physical Accessibility	*Does your business provide any universally designed physical assistive enhancements or supports that benefit all employees in the workplace (e.g., sensory spaces, ergonomic office equipment, flexible seating, quiet spaces, individual desks, etc.)?
23	Accessibility	Digital Accessibility for Employees	*Does your business have any public-facing and/or internal commitments towards ensuring that employees with disabilities can access internal digital content (e.g., internal information and communication technology)?
24	Accessibility	Digital Accessibility for Employees	*Does your business audit third party digital employee platforms for accessibility (e.g., HR systems, productivity apps, platforms, learning management systems, and experiences such as presentations and training)?
24a	Accessibility	Digital Accessibility for Employees	Please briefly describe how you audit your third-party digital employee platforms.
25	Accessibility	Digital Accessibility for Employees	*Does your business provide any universally designed digital assistive enhancements or supports that benefit all employees in the workplace (e.g., transcription, closed captions, real time text, audio descriptions, etc.)?
26	Benefits	Overview	*Does your business offer any mental health and well-being benefits above and beyond what is required by law or provided by the government?
27	Benefits	Overview	*Does your business ensure that employees have access to coverage against loss of income due to short-term disability (e.g., short-term disability insurance and/or government benefits)?
28	Benefits	Overview	*Does your business ensure that employees have access to coverage against loss of income due to long-term disability (e.g., long-term disability insurance and/or government benefits)?
29	Benefits	Overview	*Does your business ensure that all employees have access to coverage for benefits that provide hearing aids (including partial coverage)?

30	Benefits	Overview	*Does your business ensure that all employees have access to coverage for benefits that provide vision care (including partial coverage)?
31	Benefits	Overview	*Does your business provide information about employee benefits and enrollment provided in a format that is accessible to people with disabilities (accessible with a screen reader, switch controls, etc.)?
32	Recruitment	Hiring Commitments	*Does your business currently use numerical data to track hiring people with disabilities (subject to legal restrictions on the collection of data)?
32a	Recruitment	Hiring Commitments	What percentage of new hires identify as people with disabilities (subject to legal restrictions on the collection of data)?
32b	Recruitment	Hiring Commitments	Is your business subject to a numerical government mandate related to disability representation in the workforce?
33	Recruitment	Hiring Commitments	*Does your business set its own representation or utilization goal for people with disabilities?
33a	Recruitment	Hiring Commitments	Please briefly describe your business' representation goal(s).
34	Recruitment	Hiring Commitments	*Is there a senior executive who is briefed on the progress against your disability commitments?
35	Recruitment	Hiring Process	*Does your business' non-discrimination policy specifically mention disability on your public-facing recruitment/career website?
35a	Recruitment	Hiring Process	Please provide the specific web page address (URL) that displays this language on your public-facing recruitment/career website.
36	Recruitment	Hiring Process	*Does your business make all job interview candidates aware of the option to request accommodations or adjustments for an interview?
36a	Recruitment	Hiring Process	Please copy and paste the accommodation information that is communicated to candidates who have been selected for an interview.
37	Recruitment	Hiring Process	*Does your business have a process for requesting disability accommodations or adjustments for the application process on your public-facing recruitment/career website?
37a	Recruitment	Hiring Process	Please provide the specific web page address (URL) that displays this language on your public-facing recruitment/career website.
38	Recruitment	Hiring Process	*Does your business train recruitment professionals on disability inclusive hiring practices?
39	Recruitment	Hiring Process	*Does your business have external recruitment efforts in place that are specifically geared toward hiring qualified candidates with disabilities?

39a	Recruitment	Hiring Process	Please briefly describe the ways your business has demonstrated external recruitment efforts specifically geared toward hiring qualified candidates with disabilities (e.g., NextGen, campus recruitment, occupational or vocational rehabilitation).
39b	Recruitment	Hiring Process	Does your business permit qualified candidates with disabilities to decline personality or technical screening tests as part of the employment process?
40	Career Development	Retention and Advancement	*Does your non-discrimination policy extend to retention and advancement?
41	Career Development	Retention and Advancement	*Does your business have employee retention and advancement programs that include people with disabilities?
41a	Career Development	Retention and Advancement	Please briefly describe the program(s).
42	Career Development	Training	*Does your business include information about disability inclusion in new hire orientation?
43	Career Development	Training	*Does your business offer disability inclusion trainings that go above and beyond new hire orientation?
44	Career Development	Training	*Does your business encourage all people managers to complete disability inclusion trainings that go above and beyond new hire orientation training?
44a	Career Development	Training	Please briefly describe what disability inclusion trainings people managers are encouraged to take.
45	Career Development	Supported Employment	*Do you have a formal supported employment program for employees with disabilities?
45a	Career Development	Supported Employment	Does your business currently employ any people with disabilities who utilize supported employment (for example, job coaching, one-on-one support, etc.)?
46	Career Development	Supported Employment	*Does your business ensure that all employees with disabilities are paid at least the adequate minimum wage/living wage?
47	Accommodations and Adjustments	Policy	*Does your business have a disability accommodation or workplace adjustment policy that is posted where all employees can access it, including employees with disabilities (e.g., policy is accessible with a screen reader, switch controls, etc.)?
48	Accommodations and Adjustments	Policy	*Does your business set a timeframe to acknowledge the receipt of an accommodation or adjustment request?
48a	Accommodations and Adjustments	Policy	What is your required timeframe for fulfilling a request for a disability accommodation? Please indicate the number of business days.
49	Accommodations and Adjustments	Policy	*Does your business track timelines for fulfilling a request for a disability accommodation or adjustment?

50	Accommodations and Adjustments	Policy	*Does your business have a case management system to manage accommodation or adjustment requests?
51	Accommodations and Adjustments	Policy	*Does your business offer flexible/remote work accommodations for employees with disabilities?
51a	Accommodations and Adjustments	Policy	Do you offer remote/flexible work options for all employees whose jobs can be performed remotely?
52	Accommodations and Adjustments	Procedure	*Does your business have a written disability accommodation or adjustment procedure which explains the process for requesting support, including steps that need to be taken to request an accommodation or adjustment?
52a	Accommodations and Adjustments	Procedure	Does your business have a separate process in place for employees to request disability accommodations for off-site meetings and activities?
53	Accommodations and Adjustments	Procedure	*Is the disability accommodation procedure posted where all employees can access it, including employees with disabilities (e.g., accessible with a screen reader, switch controls, etc.)?
54	Accommodations and Adjustments	Accommodations Budget	*Does your business track accommodation metrics, such as the number of requests, the cost of the accommodations, etc.?
55	Accommodations and Adjustments	Accommodations Budget	*Does your business either have a centralized accommodations fund or allow managers to have a "budget margin" for disability accommodation expenses?
56	Accommodations and Adjustments	Accommodations Budget	*Does your business offer personal assistance services (e.g., non-medical personal assistance, sign language interpreter, work-related personal care assistance, and travel assistance) in the workplace as an accommodation or adjustment?
57	Marketing and Communications	Representation	*Does your business have any public-facing or internal commitments to depict people with disabilities authentically and affirmingly in your internal communications (e.g., benefits materials, bulletins, emails, intranet)?
58	Marketing and Communications	Representation	*Does your business have any public-facing or internal commitments to represent people with disabilities authentically and affirmingly in external marketing and communication efforts (e.g., ad placement, marketing campaigns, website, stock images, and influencer efforts)?
58a	Marketing and Communications	Representation	Please provide a hyperlink sample of external marketing and/or advertisements that include the disability community.
59	Marketing and Communications	Representation	*Does your business have any public-facing or internal commitments to include employees with disabilities in the creative process for marketing and communications campaigns?

60	Marketing and Communications	External Digital Accessibility	*Does your business include any reminders for accessibility and inclusion in your creative brief?
61	Marketing and Communications	External Digital Accessibility	*Does your business audit external publications for accessibility (e.g., websites, apps, social media, ads)?
61a	Marketing and Communications	External Digital Accessibility	Please briefly describe how you audit your external facing digital publications.
62	Marketing and Communications	External Digital Accessibility	*Does your business conduct usability studies for your highest traffic URLs to verify that your websites work effectively with screen reading, switch controls, and other assistive technology?
63	Marketing and Communications	External Digital Accessibility	*Does your business have resources dedicated to resolve accessibility and compatibility issues for customers and clients to use externally facing digital products and content?
64	Marketing and Communications	External Digital Accessibility	*Does your business require marketing and communication agencies who provide Public Relations or Advertising content to meet accessibility requirements as a condition of purchase?
65	Supply Chain Inclusion	Supplier Inclusion	*Does your business have a supplier inclusion or inclusive procurement initiative that includes disability-owned businesses?
66	Supply Chain Inclusion	Supplier Inclusion	*Is your business' supplier inclusion initiative supported by a public statement of commitment from a senior executive?
66a	Supply Chain Inclusion	Supplier Inclusion	Please provide the specific web page address (URL) where the statement of commitment is displayed.
67	Supply Chain Inclusion	Supplier Inclusion	*Does your business have a supplier inclusion council/committee with disability inclusion as an area of focus?
68	Supply Chain Inclusion	Supplier Inclusion	*Does your business's list of preferred third-party certification/verification agencies include a disability-owned business certification (for example, Disability:IN, Inclusive Workplace and Supply Council Canada, Integrate)?
69	Supply Chain Inclusion	Spend	*In the past year, did your business have expenditures with certified disability-owned businesses?
70	Supply Chain Inclusion	Spend	*Does your business have a supplier inclusion or inclusive procurement spend goal that includes disability as a measured component?
71	Supply Chain Inclusion	Spend	*Does your business have a Tier 2 supplier inclusion program that encourages prime suppliers to have expenditures with disability-owned businesses?

72	Supply Chain Inclusion	Responsible Sourcing	*Does your business have a policy in place to ensure that contractors and subcontractors pay their employees with disabilities the adequate minimum wage/living wage, where applicable?
73	Supply Chain Inclusion	Responsible Sourcing	*Does your business require suppliers/vendors to meet physical and digital accessibility requirements as a condition of purchase (e.g., incorporating web content accessibility guidelines or universal design standards into supplier code of conduct, request for proposal, etc.)?
74	Supply Chain Inclusion	Responsible Sourcing	*Does your business dedicate resources to verifying that the products/services you purchase are accessible to people with disabilities (e.g., employees, contractors, or agencies)?
75	Supply Chain Inclusion	Responsible Sourcing	*Does your business have a formal process to remediate accessibility issues originating from suppliers/vendors?
76	Supply Chain Inclusion	Responsible Sourcing	*Does your business include accessibility guidelines for vendors/suppliers in your sourcing documents (e.g., public-facing website, RFP, Supplier Code of Conduct, etc.)?
77	Reflection & Feedback	Feedback	Best Practice: Please share a disability inclusion milestone or accomplishment from the past year. This could be an innovative business practice, service innovation that affects the disability community, or internal effort that has advanced disability inclusion in the workplace.