



I am an Employer of an Employee who has a Disability

What Can I Do?

Actions I Can Take

- Treat people with disabilities just as you would anyone else.
- Speak directly to the person, rather than through an interpreter or job coach.
- Respect the person's privacy. Some individuals may not be comfortable disclosing their disability.
- Teach your staff to use person-first language to create an overall more inclusive workplace culture.
- A great way to promote a disability-friendly work environment is to provide disability inclusion awareness and etiquette training for your staff.
- Create a Disability Employment Resource Group to support your employees with disabilities and connect them with local community resources.
- Talk with your employee who has a disability to identify if the employee needs assistance and support from either a reasonable accommodation or a job coach.

Resources I Can Contact

The Job Accommodation Network (JAN)

- Offers resources for guidance on interacting with people with disabilities
 - askjan.org/

Untapped Arizona

- A local group working to get more Arizonan's with disabilities in the workforce
- www.untappedarizona.org

Sonoran UCEDD

- A local resource to help employers learn and understand disability etiquette and language
 - sonoranucedd.fcm.arizona.edu/

The Workplace Flexibility Toolkit

- Available to help employers create a more productive and inclusive environment
- www.dol.gov/odep/workplacflexibility



Visit AZEmploymentFirst.org for more information