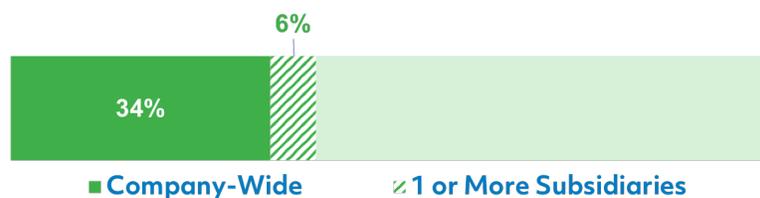


Centralized Accommodations Funds



A “Centralized Reasonable Accommodations Fund” is an enterprise-wide general fund to either partially cover or entirely cover reasonable accommodations for employees with disabilities and is considered a corporate best practice. With a centralized reasonable accommodations fund, hiring managers and supervisors do not need to worry about how the cost of these products and services may impact their unit/department budget.

DEI Respondents' Centralized Accommodations Funds Implementation



In 2019, 34% of the 180 Disability Equality Index respondents said they had a company-wide centralized accommodations fund and 6% of the 180 respondents in 2019 said they had a centralized accommodations fund in one or more subsidiaries, but not company-wide.

Centralized Accommodations Funds Help Manage Costs



Sign Language Interpreters



Various Assistive Technologies



Specialized Desks, Chairs & Peripherals

Through effective implementation of a Centralized Accommodations fund, companies may see the following results:

- Disability ERG engaged for innovative solutions
- Understanding centralized information enabling the business case for company-wide adjustments
- Leads into Self-ID efforts

Learn more about the DEI at www.DisabilityEqualityIndex.org

Top-Scoring Companies' Best Practices

AETNA



The centralized accommodations budget ensures that cost is not a limiting factor in identifying and implementing accommodations solutions. In addition, the Job Accommodation Network (JAN) is a source of information on assistive technology and other accommodation resources available at Aetna.

BOOZ ALLEN HAMILTON



The firm's long-standing practice of covering all accommodation costs through centralized funding has been modeled by other companies as the ideal way to handle workplace accommodations. By doing so, it removes any concerns about cost impact to individual team or department budgets. Examples of costs covered include, but are not limited to, sign language interpreters, drivers, any type of assistive technology, specialized chairs, desks, peripherals, etc. No team or department bears any cost related to a workplace accommodation.

EY



EY's medical accommodation specialist fields all US disabilities accommodations requests. Ergonomic requests are addressed by our trained and certified ergonomics team, who conduct individual ergonomic assessments and make recommendations on equipment and work style changes to help people work more comfortably and healthfully. EY has 28 certified ergonomic assessors in the U.S. mental illness related support services are handled by EY's mental health team of three licensed practitioners with additional support, referrals and resources offered via EY's vendors and web sites.

FLORIDA BLUE



Accommodation information is used to track impacts to individuals when business decisions are being made to certain areas to evaluate impacts and mitigate risks, conflicts, and provide support to improve employee satisfaction. In the last year, Accommodation information allowed the company to create a business case for all entrance doors on every floor in renovated buildings, (which are locked and accessed by badge access and non-mechanical—though compliant with ADA standards), to have automatic mechanical openers installed proactively ahead of individuals with limited upper body mobility because ADA standards do not account for those kinds of disabilities. Accommodation numbers are used to advocate for different types of changes to facilities and equipment. The highest costs for Accommodations are the sit/stand units, which enable employees to alternate between sitting and standing. The company took this information to Leadership and in the coming years as Florida Blue completes the Campus Remodel, all employees will be given a desk that can be electronically adjusted by height, thus improving the health and well-being of all employees with this universal design.



Over the past three years, the company has put into place a centralized Workplace Accommodations organization consisting of specialists who work with employees, managers, and outside organizations to ensure that employees, applicants, visitors, etc., are provided with the accommodations they need to enable them to fulfill their role within the company. There is a dedicated accommodations website, toll-free telephone number, eFax number, and email box for people to utilize to obtain information on accommodations. Additionally, a centralized accommodations budget has been established to cover the costs of accommodations so that requests are made without hesitation. Northrop Grumman has more recently established an online accommodations case management tracking system through which accommodation requests can be made and followed through to completion. The first self-id campaign launched in 2014 was called "Inclusion Begins With You" provided information on self-ID, how to request an accommodation, and disability awareness. It was sent to all employees with an e-mail from the CEO and a video message from the Corporate Vice President-Global Corporate Responsibility. The second self-id campaign launched in 2016 was called "Count Me In" which was comprised of a series of inclusion campaign videos containing employee testimonials which was distributed to all employees via an e-mail from the Corporate Vice President-Global Corporate Responsibility stressing the importance of self-Identification and ability to request accommodations from the centralized budget.

STATE STREET

State Street provides a centralized recruiting fund to support managers and influence the culture in the workplace for departments who wish to hire interns with disabilities and don't have the financial budget to support an intern expense, as all internships at State Street are paid. This first year "seed" money covers the intern expense for year one, with the manager budgeting for the intern for following summers while the intern is enrolled in school. This program exposes our managers with more interns with differences in the workplace. All State Street's workforce related conversations in Boston, include a partnership component of supporting individuals with disabilities. This includes discussions with job programs, volunteer relationships, and Foundation donations. Providing an internal blog marketing opportunity, in partnership with State Street's Disability focused ERG, allows those who have been hired at State Street with disabilities to share their story to our entire company. This outreach allows the intern hire to talk about the supportive culture and opportunities for improvement during their internship. Many times, these blogs are shared externally with the members of Disability:IN Massachusetts.

