



DIVERSITY & INCLUSION TEAM

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*The ILO\* Global  
Business & Disability  
Charter*

\* INTERNATIONAL LABOUR ORGANIZATION

## *Knowledge sharing*

Report on company efforts to promote the employment of persons with disabilities to all relevant stakeholders and share information and experiences with our members.

## *Respect and promotion of rights*

Promote and respect the rights of persons with disabilities by raising awareness and combatting stigma and stereotypes they face.

## *Evaluation*

Review regularly the company disability inclusion policies and practices for their effectiveness.

## *Non-discrimination*

Develop policies and practices that protect persons with disabilities from all types of discrimination.

## *Collaboration*

Promote employment of persons with disabilities among business partners and other companies and collaborate with national employer and business networks, as well as with organizations working to advance the rights of persons with disabilities.

## *Equality of treatment & opportunities*

Promote equal treatment and equal opportunities for persons with disabilities by providing reasonable accommodation in all aspects and conditions of employment.

## *Attention to all types of disabilities*

Consider the needs of those persons with disabilities who face particular challenges accessing the labour market, including persons with intellectual and psychosocial disabilities.

## *Accessibility*

Progressively make the company premises and communication to staff accessible for all employees with disabilities.

## *Confidentiality*

Respect confidentiality of personal information regarding disability.

## *Job retention*

Undertake appropriate measures to enable current employees who acquire a disability to retain or return to their employment.

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