



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.

Non-discrimination

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

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.

Accessibility

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

Job retention

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

Confidentiality

Respect confidentiality of personal information regarding disability.

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.

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.

Evaluation

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

