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.

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.

SIGNED THE ILO* GLOBAL Business & Disability CHARTER

* INTERNATIONAL LABOUR ORGANIZATION