

## Getting Started:

# Top 12 Disability Inclusive Employer Practices

Prioritize these top practices to make your recruitment and hiring practices more disability inclusive:

1. Make sure [job postings are clear](#) and only contain what you really need.
2. Familiarize yourself with the [duty to accommodate](#) as an employer.
3. Be [flexible with scheduling or shift length](#) to support these common accommodation requests.
4. Learn how to [access funding](#) to cover accommodations if cost is an issue.
5. Offer [short term disability insurance](#) to employees. Or get familiar with the [medical EI](#) process so you can support employees who need to apply.
6. [Educate yourself](#) about how bias gets in the way of disability inclusion.
7. Build relationships with [disability employment service organizations](#) to help you source candidates with disabilities.
8. Give staff involved in hiring access to free [disability awareness training](#).
9. Be open to adapted interviews like [working interviews and job shadowing](#).
10. Invest in an [Employee Assistance Program](#) for your employees.
11. Get managers [Mental Health First Aid](#) training.
12. Ensure all employees have equal opportunity for [career development](#).