

Putting Out A Welcome Mat For Disabled Workers: Government Guide Provides Tips For Hiring And Retention

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In a continuing effort to bolster employment prospects for individuals with disabilities, a number of federal agencies have joined forces to produce a guide that encourages employers to open their doors to more disabled workers. The publication, entitled “ [Recruiting, Hiring, Retaining, and Promoting People with Disabilities: A Resource Guide for Employers](#),” was published online earlier this month via the [whitehouse.gov](#) site. The guide has a number of useful pointers and links for hiring managers and supervisors who work with individuals with disabilities. In particular, there are practical guidelines for hiring (including interviewing tips), onboarding and orientation, mentoring, and providing reasonable accommodations in the workplace. For federal contractors, the guide provides an overview of and links to the latest [U.S. Department of Labor OFCCP](#) regulations for compliance with recruitment initiatives for people with disabilities under Section 503 of the Rehabilitation Act. The guide also serves as a resource to the multiple federal agencies that provide services for people with disabilities in the workplace. In addition, it includes links to several government-funded organizations that provide assistance with respect to hiring and accommodation of individuals with disabilities such as the [Job Accommodation Network](#) and the [Employer Assistance and Research Network](#). Publication of the guide for employers is part of a cooperative initiative involving the Department of Education, Department of Labor, Department of Health and Human Services, Department of Justice, Department of Veterans Affairs, Equal Employment Opportunity Commission, National Council on Disability, Office of Personnel Management, and the Social Security Administration. While not a substitute for legal advice tailored to particular situations, the guide is a good overview of the steps employers can take to make their workplaces more welcoming to individuals with disabilities.

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