

**The targeted services of the Business Relations Unit are designed to meet your disability and inclusion needs.**



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**COMMISSION FOR  
THE BLIND AND VISUALLY IMPAIRED**

# **Creating a Disability Inclusive Business Environment**





**Consult with our Business Relations Unit for assistance that will enable you to recruit, hire and retain qualified employees.**

- Prescreened Candidates
- Mentoring Day
- Internships
- Reverse Job Fairs
- Targeted Hiring

## **What We Do AT NO COST TO YOU**

- Provide disability awareness and sensitivity training
- Perform workplace analysis
- Provide technical advice and assistance
- Assist in retention of employees that may be experiencing vision loss
- Host targeted hiring events
- Provide pre- and post- employment supportive services
- Prescreen applicants, and
- Other services to assist you in meeting your workforce diversity needs

## **Facts About Hiring People With Disabilities**

- Most workers with disabilities don't need accommodations to perform their jobs - and for those who do the cost is usually minimal.
- According to the U.S. Department of Labor, 57% of accommodations cost nothing to implement, while the rest typically cost approximately \$500.
- Tax incentives are available to help employers cover the costs of accommodations and modifications required to make their businesses accessible to persons with disabilities.
- Guidelines for hiring or terminating a candidate or employee are the same for all individuals, regardless of whether or not they have a disability.