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State of New Jersey
Phil Murphy, Governor
Sheila Oliver, Lt. Governor



Department of Human Services



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New Jersey
Commission
for the Blind and
Visually Impaired



Creating a Disability Inclusive Business Environment



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



Support We Offer at No Cost

- Provide disability awareness and sensitivity training
- Perform individual workplace accessibility assessments
- Provide information, education, and technical assistance
- Support and services that aid in retention of employees experiencing vision loss
- Provide information about federal tax incentives
- Provide pre- and post-employment supportive services
- Other services to assist you in meeting your workforce diversity needs

Facts About Hiring People with Disabilities

- Individuals with disabilities have a higher retention rate
- According to the U.S. Department of Labor, 57% of accommodations cost nothing to implement, while other accommodations 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

Work with our **Business Relations Unit** for assistance to build a more inclusive and diverse work environment that supports individuals with disabilities.

Recruit, hire and retain qualified employees, by engaging with CBVI.



CBVI can help you:

- Identify and prescreen candidates from our talent pool
- Facilitate a Disability Mentoring Day at your company
- Create and fill internship opportunities
- Participate in reverse job fairs
- Host targeted hiring events