



## **National Organization on Disability 2016 Leading Disability Employer Seal™ Frequently Asked Questions**

### **What is the Leading Disability Employer Seal™?**

In 2016, the National Organization on Disability (NOD) introduced the Leading Disability Employer Seal™ to recognize companies with exemplary hiring and employment practices for individuals with disabilities. Awards are given on an annual basis.

### **How are the recipients determined?**

The Leading Disability Employer Seal is awarded based on data furnished by companies in response to the Disability Employment Tracker™, a free assessment of companies' disability inclusion programs in the following areas:

- Climate and Culture
- Identifying and Sourcing Talent
- Onboarding
- Performance Management
- Tracking and Measurement, including outcomes in past 12 months and goals for next 12-18 months

While the Disability Employment Tracker contains an optional section relating to veterans employment practices, those questions are not considered in awarding the seal. A company's Tracker data are entirely confidential, but organizations may opt to be considered for the Leading Disability Employer Seal.

Each company's responses were scored, with weighting of individual questions that took into account both current performance and the adoption of disability employment practices that are associated with improved outcomes over time. Respondents received additional points based on the percentage of people with disabilities in their workforce. If an organization was unable to provide the percentage of people with disabilities within their workforce or had less than 1% representation, it was ineligible for the 2016 Leading Disability Employer Seal, regardless of its overall score.

We used a statistical method to identify the best performers, defined as achieving a total score of a half standard deviation above the average. While all respondents are included in this calculation, some qualifying organizations opted not to be considered for the Leading Disability Employer Seal.

### **Will the criteria stay the same in future years?**

No. In keeping with our goal of advancing disability inclusion practices, we will raise the qualifying criteria over time. We anticipate raising the standard for the percentage of people with disabilities in a company's workforce in future years.

### **How can my company be considered for the 2017 Leading Disability Employer Seal?**

Companies can use the free [Disability Employment Tracker™](#) assessment at any time. However, to be considered for the 2017 Leading Disability Employer Seal submissions must be received during the designated qualifying window, which will open in Fall 2016. [Sign up here, and NOD will notify you when the 2017 qualifying window opens.](#)

### **How was the Disability Employment Tracker developed?**

The Disability Employment Tracker was developed in partnership with the National Organization on Disability (NOD), the National Business and Disability Council (NBDC) at The Viscardi Center and Sirota Consulting, a leading provider of organizational assessments.

The partnering organizations conducted interviews and focus groups with dozens of employers, including many Fortune 500 companies, to develop a tool that is responsive to their needs, concise, and easy to use. The Tracker was introduced in 2013, with lead support from the Exelon Foundation and guidance from leading research firm J.D. Power.

### **Is there a fee to participate?**

No, participation in the Disability Employment Tracker™ is free; all participating companies also receive a complimentary Scorecard, benchmarking their practices in the five areas assessed. Companies can also opt for an in-depth analysis of their results – contact [services@nod.org](mailto:services@nod.org) for more information.

The Leading Disability Employer Seal is given based on a company's performance on the Disability Employment Tracker, irrespective of their past, current or future partnership with NOD, NBDC or Sirota Consulting.

### **Who within my organization should complete the Tracker survey?**

Generally, the survey is completed by a Human Resources or Diversity leader, but it may be completed by anyone designated internally as the company representative. To sign up, you must submit contact information for a single *authorized representative*, who will receive a unique access to complete the Tracker online.

### **What is the privacy policy?**

No individual answers, company-specific data or results from the Disability Employment Tracker will be published or shared. Companies that qualify for the Leading Disability Employer Seal will be recognized publicly. Aggregate data is used for comparison purposes in the Tracker scorecard report and general findings from aggregate data may be shared by NOD and Sirota Consulting, which administers and analyzes the survey data. No responding organization will be publicly identified in any way without consent.

### **Does the Leading Disability Employer Seal take into account a company's performance on the Tracker in previous years?**

No. The Leading Disability Employer Seal is awarded based on performance in a single year only and does not take into consideration previous years' performance. However, companies can use the Tracker as a tool to chart their progress year-over-year.

### **Additional questions?**

Contact the National Organization on Disability at [tracker@nod.org](mailto:tracker@nod.org).