

Career Considerations for College Students with Disabilities



The job search process can be challenging, in general, for all college students but students with disabilities may experience additional unique challenges that could influence their future careers.

The Kutztown University Career Development Center acknowledges these challenges and provides assistance and resources to help you meet your career goals.

IDENTIFYING POTENTIAL EMPLOYERS

Supportive disability policies and workplace cultures are linked to greater job commitment, improved workplace relationships and increased job satisfaction. You will be protected legally under the Americans with Disabilities Act (ADA).

Examples of what to look for in a supportive employer:

- Non-Discrimination Policy
- Diverse and inclusive employee population
- DEI training, accommodations and programs

Kutztown University Disability Services Office (DSO): www.kutztown.edu/dso

National Business & Disability Council: <https://www.viscardicenter.org/services/employment-placement-services>

The Job Accommodation Network (JAN): <https://askjan.org/info-by-role.cfm#for-individuals>

Workforce Recruitment Program (WRP): <https://www.wrp.gov/wrp>

Americans with Disabilities Act: <https://www.eeoc.gov/statutes/titles-i-and-v-americans-disabilities-act-1990-ada>

Equal Opportunity Publications, Inc.: <https://www.eop.com/index.php>

DO'S & DON'TS

DO's

- Know your rights: it is important to understand the employment laws within your specific state that protect students with disabilities. Ensure the employer has inclusive policies incorporated into their non-discrimination clause.
- Preparation is essential for disclosing your disability. Practice with someone you trust and note the accommodations if any you will need.
- If you are bringing an interpreter, wheelchair, guide dog, etc., notify your interviewers so they can prepare in advance.
- Research and evaluate the company website, job listings and resources for people with disabilities.
- In an interview, there are times when talking about overcoming adversity can be beneficial. This would be an appropriate time to disclose, if you want.
- You only need to share information necessary for your work accommodations.

DON'Ts

- Don't feel pressured to disclose your disability at any point on a resume, interview and/or after receiving the position.
- Don't be afraid to look elsewhere for a job if you feel uncomfortable about a situation. Over time, concealing a disability in the workplace can impact physical and mental health, productivity, job satisfaction, and/or relationships.

Schedule a career coaching appointment via Handshake (www.kutztown.edu/handshake) to further discuss how your disability relates to your career. We welcome all questions and look forward to supporting you throughout your time at Kutztown University and as alumni. Email careerhelp@kutztown.edu or call 610-683-4067.

RESUMES AND COVER LETTERS

Your resume and cover letter are strictly for telling the employer what you can do for them and how you are qualified to do the job at hand. Stating one's disability can potentially be seen as inappropriate if there is no relevance to the job description.

- By including any relevant student clubs or organizations on a resume, you can, at a minimum, identify as an ally of this community.

Note: You are under no legal obligation to disclose anything pertaining to your disability.

Disability Equality Index 2021

The DEI (Disability Equality Index), published each year by a joint initiative between the American Association of People with Disabilities (AAPD) and Disability: IN, helps guide the acceptance of students with disabilities by educating best practices and language to existing business structures.

For the full report: <https://disabilityin-bulk.s3.amazonaws.com/2021/2021+Disability+Equality+Index+Top-Scoring+Companies.July.13+DisabilityIN508.pdf>

Follow the link above for a full listing of all the employers from the 2021 Disability Equality Index



2023 Disability Equality Index[®] (DEI[®]) Best Places to Work[™]

The American Association of People with Disabilities and Disability:IN[™] are honored to recognize the following companies that scored a perfect score on the 2023 DEI. The DEI was completed by 415 companies in 2023.
Note: The companies are listed in alphabetical order, by the company name as provided to AAPD and Disability:IN.

Companies that scored 100%

3M Company	AbbVie	Accenture	ADP	AIG
Alaska Airlines	Albertsons Companies	Allina Health	Ally Financial	Altria Group, Inc.
Amazon.com, Inc.	Ameren Corporation	American Airlines	American Institutes for Research	American Water
AmerisourceBergen	Amgen	Amtrak, National Railroad Corporation	Aramark	Argonne National Laboratory
Associated Bank	Astellas Pharma US, Inc.	AT&T Inc.	Atrium Health	Avanade
BAE Systems, Inc.	Ball Corporation	Ballard Spahr LLP	Bank of America	Barclays
Bayer U.S. LLC	Becton, Dickinson and Company	Best Buy	Biogen	Black Knight, Inc.
BlackRock	Blue Cross & Blue Shield of Rhode Island	Blue Cross Blue Shield of Massachusetts	Blue Cross Blue Shield of Michigan	BlueCross BlueShield of Tennessee
BMO US Bank	BNSF Railway	BNY Mellon	Boehringer Ingelheim Pharmaceuticals, Inc.	Booz Allen Hamilton
Boston Consulting Group	Boston Scientific Corporation	Bristol Myers Squibb	Brown and Caldwell	Brown-Forman Corporation
Caesars Entertainment	CAI	CareSource	CBRE	CDW Corp

Centene Corporation	Charles Schwab & Co.	Chevron	Children's Hospital of Philadelphia	Choice Hotels
Chubb	Citi	Colgate-Palmolive Company	Comcast NBCUniversal	Commonwealth Care Alliance
Conduent Incorporated	Corning Incorporated	Covestro LLC	Cox Communications	CSX Transportation
Cummins, Inc	CVS Health Corporation	Dell Technologies	Deloitte	Delta Air Lines
Discover Financial Services	DISH Network, LLC	Dominion Energy	Dow	DTE Energy
Dun & Bradstreet Holdings, Inc.	DuPont de Nemours, Inc.	DXC Technology	Eaton	Ecolab, Inc.
Edison International, LLC	Elevance Health	Eli Lilly and Company	Enel North America	Epic
Epstein Becker & Green	Equitable	Etsy, Inc.	Excellus BlueCross BlueShield	Exelon
Expedia Group	Experian	EY	Fannie Mae	Federal Home Loan Mortgage Corporation (Freddie Mac)
Fidelity Investments	Fifth Third Bank, National Association	Fiserv	Florida Blue	Ford Motor Company
Franklin Templeton	Froedtert Health	Gartner	GE HealthCare	GE Vernova
General Dynamics	General Mills	General Motors	Giant Eagle, Inc.	Goldman Sachs
Google	Grant Thornton LLP	GSK	Gucci	HCA Healthcare
Health Care Service Corporation	Hewlett Packard Enterprise	Highmark Health	Hilton	Honeywell
HP Inc.	Humana Inc.	Huntington National Bank	IFF	Illumina
Indeed	Insight Enterprises	Intel Corporation	International Business Machines (IBM)	Intuit
Iron Mountain Inc.	Jabil	Jacobs	JCPenney	JLL
Johnson & Johnson	Johnson Financial Group, Inc	JPMorgan Chase & Co.	Kaiser Permanente	Kellogg Company
KPMG LLP	Kroger	L'Oreal USA	L3Harris	Land O'Lakes
Leidos, Inc.	Lenovo	LexisNexis	Liberty Mutual Insurance	Lincoln Financial Group
LinkedIn	Lockheed Martin Corporation	Lowe's Companies, Inc.	lululemon	Lumen Technologies
Lyft	M&T Bank	Macmillan Learning	ManpowerGroup	Marriott International
Massachusetts Mutual Life Insurance Company	Mastercard	Mathematica	Mayo Clinic	McKesson Corporation
Medtronic PLC	Meijer, Inc.	Merck	Merck KGaA, Darmstadt, Germany	Meta Platforms, Inc.
MetLife, Inc	Micron Technology, Inc	Microsoft	MIT Lincoln Laboratory	MITRE
Moderna	Moody's Corporation	Motorola Solutions, Inc.	Nestlé Purina Petcare Company	Nestlé USA
NetApp	New York Life	Nike	Northern Trust	Northrop Grumman
Northwestern Mutual	Novartis Corporation	Numotion	Old National Bank	Oracle
Otsuka America Pharmaceutical, Inc.	Pacific Gas & Electric (PG&E) Company	Palo Alto Networks	PepsiCo	Pfizer
Pillsbury Winthrop Shaw Pittman LLP	Point32Health	PPG	PPL Corporation	Prime Therapeutics LLC

Principal Financial Group	Prudential Financial	PwC	Qualcomm Incorporated	Qualtrics
Qurate Retail Group	Randstad US	Reckitt	Reed Smith LLP	Regeneron
Regions Bank	Royal Caribbean Group	RRD	RSM US LLP	S&P Global
Salesforce	Sandia National Laboratories	Sanofi US	SAP	SAS Institute Inc.
ServiceNow	Shepherd Center	Siemens	Sodexo	Sony Electronics Inc.
Sony Interactive Entertainment	Southern Company	Southwest Airlines	Spaulding Rehabilitation Hospital	Starbucks
State Street	Stellantis	Steptoe & Johnson LLP	Stryker	Synchrony Financial
T-Mobile US Inc.	Takeda Pharmaceuticals U.S.A.	Target	TD Bank	TDS Telecom
The Boeing Company	The Cigna Group	The Guardian Life Insurance Company of America	The Hanover Insurance Group	The Hartford
The Hershey Company	The PNC Financial Services Group, Inc.	The Procter & Gamble Company	The Standard	The Vanguard Group, Inc.
The Walt Disney Company	Thermo Fisher Scientific	Thomson Reuters	TIAA	Trane Technologies
Travelers	TruStage	U.S. Bank	Uber Technologies, Inc.	UKG
Unilever	Union Pacific	Unisys Corporation	United Airlines	United Natural Foods, Inc.
United States Steel Corporation	UnitedHealth Group	Univera Healthcare	University of Texas MD Anderson Cancer Center	Unum Group
UPS	USAA	UScellular	Verizon	Viasat
Victoria's Secret & Co.	Visa	VMware	Voya Financial	W.W. Grainger, Inc.
Walgreens	Walmart Inc.	Wellington Management Company	Wells Fargo	Whirlpool Corporation
Withum	World Wide Technology	Xcel Energy	ZP Better Together	