



Braille

Disability Disclosure



We value inclusivity and strive to create a supportive environment for all applicants, including those who identify as having a disability. We believe that diversity enhances our organization and brings unique perspectives. We understand that a disability can affect a person's body or mind, making certain activities and interactions more challenging.



ChristianaCare[®]

Thrive with Us

We recognize various types of disabilities. **We encourage applicants to disclose their disabilities during the application process**, allowing us to provide reasonable accommodations to support their work performance.

Confidentiality

As an organization committed to equal opportunities, we have non-discrimination policies in place. **Disclosing a disability will not negatively impact an applicant's chances of employment.** We maintain confidentiality regarding disability-related information, treating it with utmost privacy and respect.

Disability-Friendly Organization

Open communication about disabilities is encouraged at ChristianaCare. We recognize the wide range of disabilities, including various impairments, limitations in activities, and restrictions on participation. In line with the International Classification of Functioning, Disability and Health (ICF), we acknowledge the challenges individuals may face in personal tasks and social roles due to disability. Environmental factors can either facilitate or create barriers to activities and participation.

Accommodations

We are dedicated to improving community conditions, providing accommodations that reduce limitations and restrictions.

Our goal is to create an inclusive environment where individuals with disabilities can fully participate in everyday life across various domains.

Applicants are encouraged to disclose any disabilities that may impact their work performance and require reasonable accommodations.

Non-Comprehensive List of Disabilities

While the following list may not cover all scenarios, **we are dedicated to accommodating individuals with disabilities or medical conditions** that may impede their daily activities. **Our goal is to provide the best possible support to all those in need.**

- Vision impairments (e.g., blindness, low vision)
- Hearing impairments (e.g., deafness, hard of hearing)
- Mobility impairments (e.g., paralysis, limb loss)
- Cognitive impairments (e.g., intellectual disabilities, learning disabilities)
- Neurological disorders (e.g., epilepsy, multiple sclerosis)
- Mental health conditions (e.g., depression, anxiety disorders)
- Autism spectrum disorder
- Speech impairments (e.g., stuttering, speech apraxia)
- Chronic health conditions (e.g., diabetes, asthma)
- Autoimmune disorders (e.g., lupus, rheumatoid arthritis)
- Genetic disorders (e.g., Down syndrome, cystic fibrosis)
- Developmental disabilities (e.g., ADHD)
- Psychiatric disabilities (e.g., schizophrenia, PTSD)
- Sensory processing disorders
- Physical disabilities (e.g., muscular dystrophy, cerebral palsy)

Questions

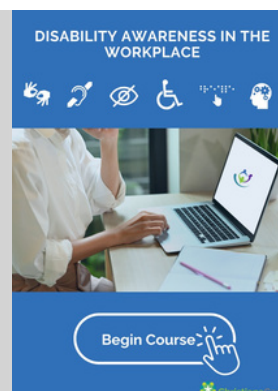
We welcome and appreciate the diversity of disabilities, ensuring equal opportunities for all applicants.

If you have specific concerns or questions regarding disability disclosure or accommodations, **please reach out to our team during the application process.**



inclusion@christianacare.org

Promoting Disability Awareness



For more information on disabilities visit the [CDC](https://www.cdc.gov)