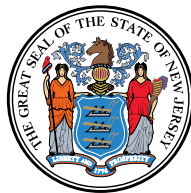


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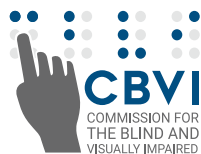


State of New Jersey
Phil Murphy, Governor
Tahesha L. Way, Lt. Governor



Department of Human Services
Sarah Adelman, Commissioner

NEW JERSEY HUMAN SERVICES



**NJ Commission for the Blind
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or
(973) 648-3333

**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 job fairs and hiring events