

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



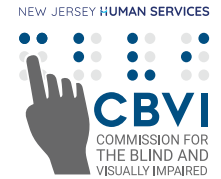
Department of Human Services  
Sarah Adelman, Commissioner



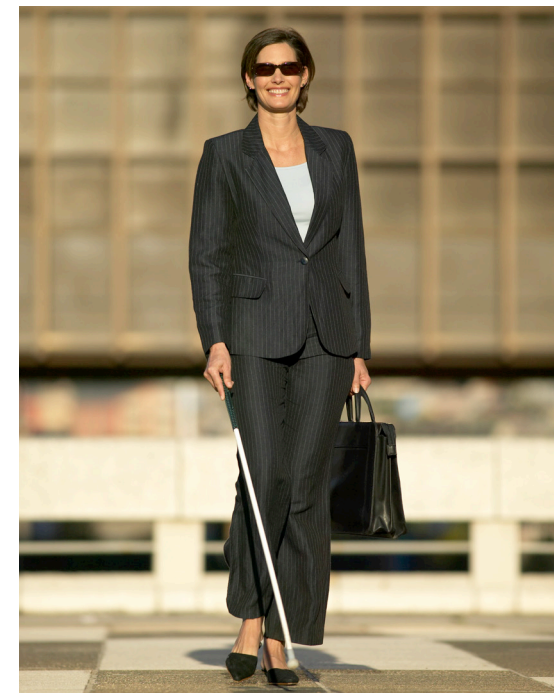
**NJ Commission for the Blind  
and Visually Impaired**  
153 Halsey St. 6th Floor  
P.O. Box 47017  
Newark, NJ 07101-47017

Contact us at  
[www.cbvi.nj.gov](http://www.cbvi.nj.gov)  
[Cbvi.Businessrelations@dhs.nj.gov](mailto:Cbvi.Businessrelations@dhs.nj.gov)  
or  
**(973) 648-3333**

New Jersey  
Commission  
for the Blind and  
Visually Impaired



# Creating a Disability Inclusive Business Environment



Publication of this brochure was made possible with federal funding from U.S. Department of Education. The Vocational Rehabilitation program of the New Jersey Commission for the Blind and Visually Impaired received 78.7 percent of its funding through a grant from the U.S. Department of Education in the amount of \$14,918,733 in federal fiscal year 2019.



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



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

### 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

