

Accessible Job Boards and Inclusive Employers: Where to Start

By: Lindsay Murphy, Disability Resource Coordinator

One of the top questions I am asked by job seekers with disabilities is, “Do you have a list of ‘disability-friendly’ employers?” My answer to this question is that *every* employer should be disability-friendly. Just as employees can have vastly different experiences at the same company, there are many factors that influence an individual's experience with a disability. One employer may not be the best fit for every person or situation. I encourage job seekers to conduct their own research to identify their values, interests, skills, and needs.

However, searching for a job can feel overwhelming, and knowing where to look can make all the difference. If you're a job seeker with a disability, there are job boards and employers actively looking for your talent. You deserve a workplace that values *your* skills and supports your success. Here are some great places to start your search:

Job Boards Built with Accessibility in Mind

- **AbilityJobs** (www.abilityjobs.com)
One of the largest job sites for people with disabilities. All postings come from employers committed to inclusive hiring.
- **DisABLEDperson** (www.disabledperson.com)
A nonprofit-run job board with thousands of accessible opportunities. You can even sign up for job alerts tailored to your interests.
- **Peak Performers** (www.peakperformers.org)
A nonprofit staffing agency specializing in recruiting and placing professionals with disabilities in public sector and nonprofit jobs, especially in Texas—but growing nationally.
- **Ability Links** (AbilityLinks.org)
A nonprofit job board connecting job seekers with disabilities and veterans to inclusive employers nationwide. AbilityLinks offers a free platform for job seekers to post resumes and apply for jobs, fostering a community that values diversity and accessibility.

Inclusive Employers That Walk the Talk

Some companies don't just “check the box”—they build disability inclusion into their culture. Look for employers involved in this initiative with Disability:IN:

- **Disability:IN** (www.disabilityin.org)
This organization partners with hundreds of companies that are committed to disability inclusion. Their **Disability Equality Index (DEI)** ranks companies on accessibility, inclusive hiring, and culture.

Expert Tip

When applying, don't be afraid to reach out to a company's HR or diversity team to ask about their commitment to disability inclusion. This can also be an interviewing strategy, as interviewing is a two-way street. Asking thoughtful questions can help you learn more about whether the company is a good fit for you. Here are a few to consider:

- “How does your company support employees with disabilities or different accessibility needs?”
- “What employee resource groups or inclusion programs does the company offer?”
- “Can you share examples of how your organization promotes an inclusive workplace culture?”

RochesterWorks Resources:

Lindsay Murphy is the Disability Resource Coordinator covering Monroe County. Disability Resource Coordinators are located across NY State, under a NYS Department of Labor initiative, NY SCION (Systems Change and Inclusive Opportunities Network). Learn more here: [Career Services for Persons with Disabilities | Department of Labor](#)

Contact RochesterWorks' Disability Services at 585-258-3500 x3513.