

The Employee Survey asks if I have a disability. How should I answer?

Could I have a disability?

If you have an impairment or condition (physical or mental) that can significantly limit a major life activity, or if you have a history or record of such condition, you could have a disability.

Some examples are:

- > Autism Spectrum Disorder
- > Autoimmune Disorders (Lupus, Fibromyalgia, Rheumatoid Arthritis, HIV/AIDS, etc...)
- > Blindness or low vision
- > Cancer
- > Cardiovascular/ Heart Disease
- > Celiac Disease
- > Deaf or Hard of Hearing
- > Psychiatric Condition (Depression, Anxiety, Bipolar Disorder, Schizophrenia, Personality Disorder, PTSD, ADHD, etc...)
- > Diabetes
- > Gastrointestinal Disorders (Crohn's Disease, Irritable Bowel Syndrome etc...)
- > Intellectual Disability;
- > Missing Limbs or Partially Missing Limbs;
- > Nervous System Condition (Migraine Headaches, Parkinson's disease, Cerebral Palsy, Epilepsy, Multiple Sclerosis, etc...)

What are the benefits of reporting a disability?

- > **Reporting a disability is not disclosing and no one will know you as an individual reported having a disability.**
- > Reporting helps move towards a culture where employees feel comfortable sharing.
- > Reporting helps communicate your agency's focus on inclusion.
- > Reporting promotes more access to accommodations. With the right accommodations, an employee with a disability can perform their job at an optimal level.
- > Reporting can allow for the creation of Employee Resource Groups (ERGs) within your agency to focus on helping and empowering those with disabilities excel in their jobs.
- > Reporting helps agencies better recruit, retain, and offering training and promotional opportunities for those with disabilities.
- > Reporting helps agencies create mentoring and coaching opportunities for those with disabilities.

Why should I report a disability on the 2020 Employee Engagement Survey?

- > For the first time, data will be available to help provide a deeper understanding of different groups in the workforce.
- > During the 2020 legislative session, lawmakers successfully passed a bill ([2SHB 1888](#)) that strengthens state employee data protections. Sensitive demographic data is now exempt from public disclosure. (For more information, visit [OFM SHR Data Protection](#).)
- > The information you report will only be shared as summary data. No one will be able to 'track' your answers back to you.

For more information about the Disability Inclusion Network email us

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