

Infosys: using Launchpad to improving workplace accessibility

Infyability, Infosys's employee resource group for employees with disabilities, works to create an accessible and inclusive work environment for people with disability. It also runs campaigns to raise awareness among employees and contributes to the design of the company's disability inclusion strategy.

Infyability is proving increasingly popular with more people participating in its work – a sign that disability and inclusion now have a far higher profile in the workplace.

Thorough research led Infyability to conclude that accessibility and making workplace adjustments are at the heart of an inclusive workplace ecosystem. In turn, this led to the launch of the online platform, **Launchpad**, two years ago.

On Launchpad, as well as detailing their education and work experience, employees can also share information about any disability they may have, although that is voluntary. Employees can also ask for adjustments to enable them to perform their jobs to the best of their abilities.

All information is treated in confidence and used only for the purpose to which employees provide consent – i.e. to help departments integrate employees with disabilities into the workplace smoothly.

"I am seeing employees with disability opening up and sharing. This is a very sensitive issue and yet people are willing to discuss their experience of disability," says Aruna C Newton, Associate Vice-President Global Diversity & Inclusion.



What Infosys has learned from Launchpad:

- Making a strong commitment towards disability inclusion and demonstrating that every employee matters is important
- Go directly to employees with disability and ask them what they need to perform their job
- People will share their experiences and discuss sensitive subjects

About business disability international



bdi

a unique, global, business-led consortium working to the mutual benefit of business, people with disabilities, and the societies and economies in which businesses operate. It was founded by Barclays, GSK and Infosys, together with Susan Scott-Parker OBE.



bdi enables its member companies to:

diagnose and address the systemic implications of disability on their business as it affects their worldwide customers, colleagues, potential colleagues and wider stakeholders

jointly fund a cost-effective, central resource with unique business-disability experience



bdi does this by asking:

“What does global HQ need to say and do, to enable national leaders to deliver the consistent best practice that, in turn, delivers both business and societal benefit?”



bdi pioneers:

practical business-to-business collaboration, learning and influence, making it easier to deliver worldwide the best practice we brand ‘disability confidence’

Learning directly from disabled people: A toolkit for global business

business disability international,
3rd Floor, 3 London Bridge Street,
London, SE1 9SG

+44 (0)20 3743 6035

info@businessdisabilityinternational.org