

Inclusivity & Accommodating Disabilities

Massachusetts

A commitment to Cultural Competency means our **values are brought to life** by engaging with co-workers and the community with an **open mind and heart**. When your team reflects the community, you can be a contribution to flourishing with the people around you. This choice must be beyond words on paper and filter through how we operate to **be an Employer of Choice**.

Be **mindful, respectful, and inclusive** of teammates and customers with disabilities by creating reasonable and oftentimes- simple accommodations.

Types of Disabilities (**examples/not an exhaustive list*):

- Low Vision
- Blindness
- Hearing Impairments
- Speech Impairments
- Learning Disabilities
- Mobility Impairments
- Health Impairments
- Psychiatric Disabilities

Remember that people with disabilities are not helpless. If they ask for help (or you offer), inquire about specific instructions on how you may assist. Only provide assistance if requested and accepted.

Speak directly to the person (even if they have an aid or caregiver) and focus on their abilities rather than their disability.

Keep expectations high and be creative, positive, and proactive in helping them achieve success.

As with all relationships, effective, personalized communication is an essential foundation and helps create loyalty and a positive environment.

500.101: Application Requirements// 501.101: Application Requirements

(c) Management and Operations Profile.

8. k. Diversity plans to promote equity among people of color, particularly Black, African American, Hispanic, Latinx, and Indigenous people, women, Veterans, persons with disabilities, and LGBTQ+ people, in the operation of the Marijuana Establishment. The plan shall outline the goals, programs, and measurements the Marijuana Establishment will pursue once licensed.

500.105: General Operational Requirements for Marijuana Establishments

(9)(d)4. c. A policy which notifies persons with disabilities of their rights under <https://www.mass.gov/service-details/about-employment-rights> or a comparable link, and **includes provisions prohibiting discrimination and providing reasonable accommodations;**