



A Guide to the Disclosure Conversation

Please note: this is a guide, and not a replacement for an in-depth conversation. Many of these questions appear simple on their face, but may require a lot of thought and discussion.

Part I: Should I disclose my disability?

- Is my disability readily apparent?
- Will I need an accommodation during any part of the interview process? (Consider the possible interview formats: Group? Meal? Written component?)
- Do I know the essential functions of this job, and will I want or need an accommodation to accomplish them?
- Have I used accommodations in school or work before (whether formally requested or not)?

Part II: Timing- When should I Disclose?

- Does disclosure at any of these stages get me closer to the next round of the hiring process, and getting the accommodation I need?
- Resume/cover letter
- Screening interview
- Call-back interview
- Post-offer, before acceptance
- Post-acceptance, before you start work
- Post-acceptance, before you start work

Part III: Have you done your due diligence?

- Does the firm/organization have a resource or affinity group for people with disabilities?
- Have I researched the firm/organization to find out their hiring and retention practices of professionals with disabilities?
- Am I familiar with my legal rights?

Part IV: Will you disclose?

If yes:

- Write out your reasons for disclosure
- When will you disclose?
- How will you disclose? Practice!

If no:

- Write out your reasons for choosing not to disclose
- Remain open to the possibility of disclosure and requesting accommodations if your work performance and/or your well-being suggest they're needed



Tips & Resources for Law Students with Disabilities

Professional Associations and Advocacy Groups

American Bar Association Commission on Disability Rights

<https://www.americanbar.org/groups/diversity/disabilityrights/>

https://www.americanbar.org/groups/diversity/disabilityrights/resources/mentor_program_mentee_information/

This site provides a list of valuable opportunities for law students with disabilities, including writing competitions, scholarships, internships, and fellowships. The Commission's National Mentor Program provides law students with disabilities, recent law school graduates with disabilities and prospective law students with disabilities insight into the legal profession from experienced attorneys with shared interests or personal experiences.

ABA Commission on Disability Rights

Pledge for Change: Disability Diversity in the Legal Profession

https://www.americanbar.org/groups/diversity/disabilityrights/initiatives_awards/pledge_for_change/

This pledge calls on legal employers and law schools to affirm that their commitment to diversity includes individuals with disabilities and to encourage others in the field to make this commitment. This site includes a list of organizations that have signed the pledge.

ABA Directory of State and Local Bar Disability Entities

https://www.americanbar.org/groups/diversity/disabilityrights/resources/state_bar_disability_entities/

This directory provides information on state bar associations that: "(1) offer support to lawyers with disabilities or disability diversity; or (2) handle substantive areas of disability law."

Action Plan

How to Access the Legal Pipeline and Stay There

- ✓ Be assertive in asking for and receiving necessary accommodations at school and in interviews
- ✓ Affinity Groups: Join an organization at your school or local bar association (or create one!)
- ✓ Connect with your career development office early and often
- ✓ Look for and attend employer-sponsored diversity events in your area
- ✓ Network with other diverse students at your university and others
- ✓ Find a mentor and meet regularly to discuss your career goals
- ✓ Contact alumni involved with D & I groups at law firms



National Association of Blind Lawyers

<http://blindlaw.net/>

NABL is a professional membership organization of blind lawyers, other legal professionals and law students. The organization's mission is "to provide resources, mentoring, and collective action benefiting blind legal professionals to help all blind people live the lives they want."

Deaf and Hard of Hearing Bar Association

<http://www.deafbar.org/>

DHHBA is a non-profit organization focused on its membership of deaf and hard of hearing attorneys, judges, legal professionals, law students and law school graduates. Members with all levels of hearing loss are welcome. The organization provides mentorship, networking events, professional education and employment opportunities.

ABA Diversity and Inclusion Committee: Lawyers with Disabilities Involvement

https://www.americanbar.org/groups/business_law/committees/diversity/subcommittees/

The ABA Business Law Section has a Diversity and Inclusion Committee, which includes a Lawyers with Disabilities Involvement Subcommittee. This subcommittee holds regular meetings, has an online newsletter, and advertises diversity programs.

The Disability Rights Bar Association (DRBA)

<http://disabilityrights-law.org/>

Note: This organization is not an affinity group for lawyers with disabilities; rather, it is geared toward law students and lawyers focused on the field of disability rights. This bar association is an online network of attorneys who specialize in disability civil rights law. Through the DRBA, disability rights attorneys share information and strategies, coordinate litigation and other legal representation strategies, and mentor lawyers and law students who are new to disability rights practice.

The Coelho Center for Disability Law, Policy and Innovation

<https://www.lls.edu/coelho-center/>

Housed at Loyola Law School in Los Angeles, the Coelho Center "works to bring attention and solutions to the barriers that exist for people with disabilities interested in entering the legal field, becoming public policy experts, and holding political office." This work to increase the pipeline of lawyers with disabilities is just one of the Center's focus areas.

San Diego County Bar Association, Disability Interest Group

<https://www.sdcba.org/index.cfm?pg=Disability-Interest-Group>

The Mission Statement of the Group states in part: "The group will strive to raise in the legal community awareness of issues facing those with disabilities, and to emphasize the necessity for accommodation...The focus is to promote law as a viable career choice for those with disabilities...."



Federal Government Hiring

Workforce Recruitment Program (WRP) -- Federal Agency Recruitment Program

<https://wrp.gov/LoginPre.do?method=login>

The Workforce Recruitment Program (WRP) is a recruitment and referral program sponsored by the U.S. Department of Labor that connects federal sector employers nationwide with highly motivated college students and recent graduates with disabilities (including law students and recent graduates), who are seeking summer or permanent jobs with the federal government. Student registration takes place in late summer/early fall, and interviews are conducted in October and November. Contact the CSO for information on how to participate in this recruitment program.

Office of Personal Management (OPM) – Information on Schedule A Eligibility

<https://www.opm.gov/policy-data-oversight/disability-employment/getting-a-job/#url=Schedule-A-Hiring-Authority>

See also the EEOC's Guide on Schedule A Hiring (which includes tips on obtaining federal jobs):

https://www.eeoc.gov/eeoc/publications/abc_applicants_with_disabilities.cfm

Schedule A is a special (excepted) hiring authority for individuals with disabilities. To prove your eligibility to be appointed to a federal job under Schedule A, you must:

- Be qualified for the job for which you are applying (i.e., have the necessary competencies and relevant experience to perform the job).
- Provide “proof of a disability” documentation. “Proof of a disability” is a letter stating that you have an intellectual disability, severe physical disability or psychiatric disability. You can get this letter from your doctor, a licensed medical professional, a licensed vocational rehabilitation specialist, or any Federal, state, or local agency that issues disability benefits. Many doctors and most of the entities listed above know how to format a Schedule A letter.

Office of Personnel Management (OPM) – Selective Placement Program Coordinators (SPPC)

<http://www.opm.gov/policy-data-oversight/disability-employment/selective-placement-program-coordinator-directory/>

Most Federal agencies have a Selective Placement Program Coordinator (SPPC) who helps management recruit, hire and accommodate people with disabilities. Candidates can take a proactive approach in identifying job opportunities by contacting Selective Placement Program Coordinators at federal agencies of interest.

Educational Resources

The Job Accommodation Network

<https://askjan.org/>

The Job Accommodation Network (JAN) is the leading source of free, expert, and confidential guidance on workplace accommodations and disability employment issues. Working toward practical solutions that benefit both employer and employee, JAN helps people with disabilities enhance their employability and shows employers how to capitalize on the value and talent that people with disabilities add to the workplace. For additional information and job databases for individuals with disabilities: <https://askjan.org/indiv/index.htm#job>



U.S. Department of Labor, Disability Resources

<https://www.dol.gov/general/topic/disability>

This site addresses topics including the Americans with Disabilities Act (ADA), job accommodations, employee rights, employers' responsibilities, laws and regulations governing the rights afforded to people with disabilities, and the enforcement of regulations by the Equal Employment Opportunity Commission (EEOC).

University Disability Resource Offices

https://www.americanbar.org/groups/diversity/disabilityrights/resources/law_school_programs/

This ABA site provides a directory of law school disability programs. Also check the websites of university disability resource offices and career development offices for employment resources, advice on when/how to disclose, and information about how to request accommodations.

Internships, Fellowships and Clerkships

ABA Commission on Disability – List of Employment Opportunities

<https://www.americanbar.org/groups/diversity/disabilityrights/resources/lawstudents/internships/>

This site contains a comprehensive list of internships, fellowships and clerkships for law students with disabilities. The ABA Commission on Disability partners with companies including Prudential, Microsoft and Accenture to provide meaningful internship experiences for law students with disabilities. Other programs listed on the site (with separate links) include IL diversity fellowship programs at law firms, the American Association of People with Disabilities (AAPD) DC Summer Internship Program, and the ABA Business Law Section Diversity Clerkship Program.

ABA Section of Litigation Judicial Intern Opportunity Program (JIOP)

<https://www.americanbar.org/groups/litigation/committees/jiop/>

This site includes tips for JIOP applicants and states the mission of the program: “... to provide opportunities to students who are members of racial and ethnic groups that are traditionally underrepresented in the profession, students with disabilities, students who are economically disadvantaged, students who identify themselves as LGBT, and women.”

Viscardi Center, Emerging Leaders Program

<https://www.viscardicenter.org/nbdc/emerging-leaders/employer-partners/>

<https://www.viscardicenter.org/nbdc/emerging-leaders/how-to-apply/>

The Emerging Leaders Program, coordinated by the National Business & Disability Council (NBDC) at The Viscardi Center, is aimed at placing talented undergraduate and graduate students with disabilities in “fulfilling internships nationwide that provide them with meaningful leadership development and networking opportunities.” The NBDC site includes a job database as well as a list of the corporate partners participating in the program (e.g., PriceWaterhouse Coopers, Prudential, Federal Reserve Bank of New York, FedEx, General Motors, Hilton Worldwide, JetBlue, Johnson & Johnson, KPMG, Aetna, Canon, and Bank of America).



Job Boards and Additional Resources

Getting Hired

<http://www.gettinghired.com/>

Disability Jobsite

<http://www.disabilityjobsite.com/>

Equal Opportunity Publications Diversity and Inclusion Career Center

<http://careercenter.eop.com/>

Employer Assistance and Resource Network on Disability Inclusion

<http://www.askearn.org/resources/job-seeker-resources/>

American Association of People with Disabilities (AAPD) Career Center

<https://jobs.aapd.com/>

abilityJOBS

<https://abilityjobs.com/>

Disabled Person

<https://www.disabledperson.com/>

Hire Disability Solutions

<http://www.hireds.com/>

Career Opportunities for Students with Disabilities (COSD):

<http://www.cosdonline.org>

Diversity Programs

Leadership Council on Legal Diversity Scholars Program (LCLD)

The Philadelphia Diversity Legal Group Fellows Program (PDLG)

The Deborah J. Broyles Diverse Scholars Program

Association of Corporate Counsel (ACC) Corporate Diversity Summer Internship Programs

*** Check "Careers" pages of law firm websites for additional diversity initiatives and programs



Name of Employer	Pledge to Affirm Organization's Commitment to Disability Diversity and Inclusion in Legal Profession	Some Commitment to Disability Diversity on Website	Affinity Group on Website	Label of Affinity Group	Notes
Accenture, PLC	Y	Y	Y	"Accessibility at Accenture"	
ADAPT of San Antonio	Y	Y	Y		Serve people with disabilities and senior citizens
Advocacy Center of Louisiana	Y	Y	N		Serve people with disabilities and senior citizens
AIDS Law Project of Pennsylvania	Y	Y	N		Serve people with disabilities
Alabama Department of Mental Health	Y	Y	N		Serve people with disabilities
Alterman Law Group PC	Y	N	N		
Alyson Dodi Meiselman, Attorney At Law	Y	N	N		No website found
American Airlines	Y	Y	N		EOE Statement
American University, Washington College	Y	Y	Y	Disability Law Society	
Anthem, Inc.	Y	Y	N		Nondiscrimination notice Accessibility and ADA Accommodations
Arizona Summit Law School	Y	Y	N		
Arnall Golden Gregory LLP	Y	N	N		
Arnold & Porter LLP	Y	Y	N		Anti-Discrimination Policy
Association of Corporate Counsel	Y	N	N		
Baker Botts L.L.P.	Y	Y	N		Special Needs & Disabilities section on website
Baker, Donelson, Bearman, Caldwell & B	Y	Y	N		Non-Discrimination Policy
Baker & Hostetler LLP	Y	Y	N		Individuals with a disability are eligible for Diversity Fellowship Program
Baker McKenzie LLP	Y	N	N		
Ballard Spahr LLP	Y	N	N		Non-Discrimination Policy; "actively seek to do business with firms owned by ... People with disabilities.
Bar Association of San Francisco	Y	Y	Y	Equality Committee on Disability Rights	
Bingham McCutchen LLP	Y	N	N		Website could not be found
Bingham Greenebaum Doll LLP	Y	Y	N		ABA Pledge for Change "We endeavor to be inclusive of individuals with disabilities"
Blank Rome LLP	Y	Y	N		
Brinks Gilson & Lione	Y	N	N		
Brown, Goldstein & Levy, LLP	Y	N	N		
Boies, Schiller & Flex	Y	N	N		
Case Western Reserve University School of Law	Y	Y	N		Non-Discrimination Policy; Office of Disability Resources
Chapman University Dale E. Fowler School of Law	Y	Y	N		Disability Studies Research; Annual Disability Summit
Chevenne Regional Medical Center	Y	Y	N		Offers Long-term/Short-term disability
Choice Hotels International, Inc.	Y	N	N		
Christian L. Torp, Esq. PLLC	Y	N	N		Website could not be found
Cleary Gottlieb Steen & Hamilton LLP	Y	N	N		
Cooley LLP	Y	Y	N		Disability Rights California Honors Cooley for Dedication to Pro-Bono
Connecticut Legal Rights Project, Inc.	Y	Y	N		Disability Rights Advocates
Connecticut Legal Services, Inc.	Y	Y	N		Disability Rights Advocates
Connecticut Office of Protection & Advocacy	Y	Y	N		Disability Rights Advocates
Community Justice Center of Trenton, New Jersey	Y	Y	N		Attorneys with Disabilities
Covington & Burling	Y	N	N		
Cozen O'Connor	Y	Y	N		EEO Statement
Crowell & Moring, LLP	Y	N	N		
Davis Wright Tremaine LLP	Y	Y	Y		"Flexible Hours"
Day Pitney LLP	Y	Y	N		Offers Long-term/Short-term disability
Disability Rights Advocates	Y	Y	N		Disability Rights Advocates
Disability Rights Center of the Virgin Islands	Y	Y	N		Disability Rights Advocates
Disability Rights Education and Defense Fund	Y	Y	N		Disability Rights Advocates
Disability Rights Mississippi	Y	Y	N		Disability Rights Advocates
Disability Rights New Jersey	Y	Y	N		Disability Rights Advocates
Disability Rights North Carolina	Y	Y	N		Disability Rights Advocates
Disability Rights Oregon	Y	Y	N		Disability Rights Advocates

Disability Rights Texas	Y	Y	N	Disability Rights Advocates
Disability Rights Vermont, Inc.	Y	Y	N	Disability Rights Advocates
Disability Rights Washington	Y	Y	N	Disability Rights Advocates
Disability Rights Wisconsin	Y	Y	N	Disability Rights Advocates
DLA Piper	Y	N	N	
				Accommodations Policies and Procedures for Students With Disabilities
Drexel University Thomas R. Kline School	Y	Y	N	
Duane Morris LLP	Y	N	N	
Dunn County (Wisconsin) Circuit Court	Y	N	N	Website could not be found
				Office of Special Student Services
Duquesne University School of Law	Y	Y	N	
Education Law Center	Y	Y	N	Serve people with disabilities
Edwards Wildman Palmer LLP (formerly)	Y	N	N	
Ernst & Young, LLP	Y	Y	Y	"AccessAbilities"
Farella Braun + Martel LLP	Y	N	N	
				"Dedicated to the inclusion and utilization of ... Individuals with disabilities"
FHL Bank of Atlanta	Y	Y	N	
Finnegan, Henderson, Farabow, Garrett &	Y	Y	N	EEO Statement
				EEO Statement; 2016 Vault Top 25 List for Individuals with Disabilities
Fish & Richardson P.C.	Y	Y	N	ADA Disability Accommodations; Diversity Statement; Policy of Non-Discrimination
				Commitment to Diversity including disability
Florida Coastal School of Law	Y	Y	N	Disability Services
Foley & Mansfield	Y	Y	N	
Fordham University School of Law	Y	Y		
Frank Law Office, P.C.	Y	N	N	
Fredrikson & Byron, P.A.	Y	N	N	
Frost Brown Todd LLC	Y	N	N	
George Washington University Law School	Y	N	N	
Gibson, Dunn & Crutcher, LLP	Y	N	N	
Gingham	Y	N	N	website could not be found
The Goitia Law Firm	Y	N	N	website could not be found
				Student Support: Disability Services; Student Life: Disability Resources & Academic Accommodations; Academic Resources: Academic Development Program
Golden Gate University School of Law	Y	Y		
Goodwin Procter LLP	Y	Y	Y	Flexwork Program
Greater Hartford Legal Aid	Y	Y	N	Serve people with disabilities
				Area Agency on Aging and Disability
Greater Nashville Regional Council	Y	Y	N	Provide services and advocate for the older population and adults with disabilities.
Harrity & Harrity, LLP	Y	N	N	
Herrick, Feinstein LLP	Y	N	N	
Hinshaw & Culbertson LLP	Y	N	N	
				Accommodations for Students with Disabilities; Nondiscrimination Policy
Hofstra University, Maurice A. Deane School	Y	Y	N	
Holland & Hart LLP	Y	N	N	
				Workforce Recruitment Program for College Students with Disabilities; EEO Statement; Non-Discrimination Policy
Howard University School of Law	Y	Y	N	
Ice Miller LLP	Y	Y	N	EEO Statement
Jackson Lewis P.C.	Y	N	N	
				Disclosures and Policies; Participate in IMPACT Career Fair For Law Students And Attorneys With Disabilities
John Marshall Law School	Y	Y	N	
Jordan IP Law	Y	N	N	
K&L Gates LLP	Y	Y	Y	"Lawyers with Disabilities"
Kelley Drye & Warren LLP	Y	N	N	
Kentucky Client Assistance Program	Y	Y	N	Disability Rights Advocates
Kentucky Protection & Advocacy	Y	Y	N	Disability Rights Advocates
				Disability Rights Legal Center Fellowship
Kirkland & Ellis LLP	Y	Y	N	
Kramer Levin Naftalis & Frankel LLP	Y	Y	N	Diversity Statement
Kutak Rock LLP	Y	N	N	
Lathrop & Gage LLP	Y	Y	N	EEO Statement
Law Offices of Cecilia Lindenfelser	Y	Y	N	website could not be found
Law Office of William Monroe	Y	N	N	
Law Offices of Linda Mastandrea	Y	Y	N	Solo practitioner with disabilities
Learning Rights Law Center	Y	Y	N	Disability Rights Advocates
The Legal Center for People with Disabilities	Y	Y	N	Disability Rights Advocates
Lewis, Feinberg, Lee, Renaker & Jackson	Y	N	N	Website could not be found
Liberty University School of Law	Y	Y	N	Disability Accommodations

Littler Mendelson, P.C.	Y	N	N	Diversity Statement
Mannava & Kang, P.C.	Y	N	N	
Maryland Disability Law Center	Y	Y	N	Disability Rights Advocates
Mastercard	Y	N	N	
Mayer Brown LLP	Y	N	N	
Medtronic, Inc.	Y	N	N	
Meltzer Purtil & Steele, LLC	Y	N	N	
Methfessel & Werbel, P.C.	Y	N	N	
Michigan State University College of Law	Y	Y	N	Disability Services
Microsoft Corporation	Y	Y	Y	"DisAbility Employee Resources Group"
Morris Manning & Martin, LLP	Y	N	N	
Morrison & Foerster LLP	Y	N	N	
National Disability Rights Network	Y	Y	N	Disability Rights advocates
Nelson Levine de Luca & Horst	Y	N	N	Website could not be found
New York City Law Department	Y	Y	N	EEO Statement
New York Lawyers for the Public Interest	Y	Y	N	Serve people with disabilities
North Dakota Protection & Advocacy Proj	Y	Y	N	Disability Rights advocates
North Carolina Central University School of Law	Y	Y	N	Student Accessibility Services
				Disability Programs; Disability Resource Center; Accommodations for Students with Disabilities
Northeastern University School of Law	Y	Y	N	
Norton Rose Fulbright	Y	Y	Y	"Flex-Ability"
Office of Protection and Advocacy for Per	Y	Y	N	Disability Rights Nonprofit
Ogletree, Deakins, Nash, Smoak & Stew	Y	N	N	
Paul, Hastings, Janofsky & Walker LLP	Y	N	N	
Pearson, PLC	Y	Y	N	EEO Statement
Penn State Dickinson Law	Y	Y	N	Disability Services
Perkins Coie LLP	Y	Y	Y	"Lawyers with Disabilities"
Phelps Dunbar LLP	Y	N	N	
Plumsea Law Group, LLC	Y	N	N	
Prudential Financial, Inc.	Y	N	N	
Quarles & Brady LLP	Y	Y	N	Family Friendly Work Policies
Quintairos, Prieto, Wood & Boyer, P.A.	Y	N	N	
Ralph Neibart	Y	N	N	website could not be found
				"LEADERS" (Looking for the Excellence & Advancement of Persons with Disabilities)
Reed Smith LLP	Y	Y	Y	
Rosenthal Collins Group, L.L.C.	Y	N	N	
Saint Louis University School of Law	Y	Y	N	Disability Services
Sapiro, Gottlieb & Kroll	Y	N	N	
Scalambrino & Arnoff, LLP	Y	N	N	
Schiff Hardin LLP	Y	Y	Y	"Attorneys with Disabilities"
Schnader Harrison Segal & Lewis LLP	Y	Y	N	EEO Statement
Schreiner Law Group PC	Y	N	N	Website could not be found
Seattle University School of Law	Y	Y	N	Disability Services
Sedgwick, Detert, Moran & Arnold LLP	Y	N	N	website could not be found
Seyfarth Shaw LLP	Y	Y	Y	"All Abilities Affinity Group"
Shartsis Friese LLP	Y	Y	N	EEO Statement
Shell Oil Company	Y	Y	Y	"Enable"
Sheppard Mullin Richter & Hampton LLP	Y	Y	N	Diversity Statement
				2019 Vault Guide 3rd in Diversity for Individuals with Disabilities
Shook, Hardy & Bacon L.L.P.	Y	Y	N	Diversity Statement
Sideman & Bancroft LLP	Y	Y	N	
Snell & Wilmer, LLP	Y	N	N	
				Accommodations; non-searchable website; difficult to find disability resources
Southern Illinois University School of Law	Y	Y	N	Disability Services;
				Nondiscrimination Policy; Higher Excellence in Diversity Award
Southwestern Law School				
SoftLayer Technologies, Inc.	Y	Y	N	EEO Statement
Starbucks Coffee Co.	Y	Y	N	Inclusion statement
				"Mentorship Program for Persons With Disabilities"
State Bar of Arizona	Y	Y	Y	
Statewide Legal Services of Connecticut	Y	Y	N	Serve people with disabilities
Stinson Leonard Street LLP	Y	N	N	
Stoel Rives LLP	Y	Y	N	Diversity Statement
Temple University Beasley School of Law	Y	Y	N	Disability Accommodations;
Texas Tech University School of Law	Y	Y	N	Student Disability Services
Thomas Jefferson School of Law	Y	Y	N	Non-Discrimination Policy
Thomson Reuters Legal	Y	N	N	
Thompson Coburn LLP	Y	Y	N	EEO Statement
Thompson Hine LLP	Y	N	N	EEO Statement
Towe, Ball, Enright, Mackey & Sommerfel	Y	N	N	
Ulmer & Berne LLP	Y	N	N	
				Disability Law Society; Disability Law Journal; Non-Discrimination Policy
UCLA School of Law	Y	Y	Y	"Disability Law Society"

Ulmer & Berne LLP	Y	N	N	
University of Baltimore School of Law	Y	N	N	Difficult to search website
University of Buffalo Law School	Y	Y	N	Accommodations for Law Students with Disabilities
University of California, Irvine School of Law	Y	Y	N	Disability Services
University of Denver Sturm College of Law	Y	Y	N	Disability Accommodations; Accessibility; Resources for Students with Disabilities EEO Policy and Incident Reporting
University of Iowa College of Law	Y	Y	N	Law, Health Policy & Disability Center; Job Placement for People with Disabilities; Disability Fat Sheet;
University of Louisville, Brandeis School of Law	Y	Y	N	Disability Resource Center; Disability Career & Employment Resources; Accommodations for Specific Disabilities; Disability Advocacy Program
University of Miami School of Law	Y	Y	Y	Student Accessibility and Inclusion; Career Development: "Student Advocates for Disability & Mental Health Rights" Student Advocates for Disabilities & Mental Health Rights
University of New Mexico School of Law	Y	Y	N	Accessibility Resource Center; Center for Development and Disability
University of North Carolina School of Law	Y	N	N	Difficult to search website
University of the Pacific, McGeorge School of Law	Y	Y	N	Services with Students with Disabilities;
University of South Dakota School of Law	Y	Y	N	Disability Services; Disability Accommodations
University of Tulsa College of Law	Y	Y	N	Disability Services
University of Washington School of Law	Y	Y	N	Disability Services; Disability Law Alliance
Volunteer Lawyers for Justice	Y	Y	N	"Disability Law Alliance"
Walgreens Co.	Y	Y	Y	"Disability Inclusion"
Waller Lansden Dortch & Davis, LLP	Y	Y	N	Signatory of Commission on Disability Rights' Pledge for Change
Washington State Bar Association	Y	Y	N	Diversity Committee
West Virginia University College of Law	Y	Y	N	Accessibility Services
Western New England College School of Law	Y	Y	N	Student Disability Services; Student Disability Accommodations; Disability Awareness
Whitburn & Pevsner, PLLC	Y	Y	N	Name partner has severe cerebral palsy
Wiggin and Dana LLP	Y	Y	N	Diversity Scholar Program
Wiley Rein LLP	Y	Y	N	"Diversity includes... Disability"
William Mitchell College of Law	Y	Y	Y	EEO Statement
Williams & Connolly LLP	Y	N	N	Accommodations for Students with Disabilities; Disability Law Society
Wong Fleming	Y	N	N	Disability Law Society
Sidley Austin	N	Y	Y	"Disability Diversity Alliance"
Dell	N	Y	Y	"True Ability Employee Resource Group"
Chevron (Global)	N	Y	Y	"ENABLED (Enhancing Abilities and Leveraging Disabilities)"
McKinsey & Company	N	Y	Y	Disability Affinity Network and group for parents of special-needs children"
AT&T	N	Y	Y	"Chief Diversity Officer Forum"
Cargill	N	Y	Y	"Disability Awareness Council"
Bryan Cave Leighton Paisner	N	Y	Y	"The Disability Network"