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## October is National Disability Employment Awareness Month

October 04, 2024 - Owners Developers & Managers



Boston, MA October is National Disability Employment Awareness Month (NDEAM), which commemorates the many ways people with disabilities contribute to America's workplaces as well as the economy. The theme for NDEAM 2024 is "Access to Good Jobs for All." The American Association of Automatic Door Manufacturers (AAADM) supports this mission, in October and all year long.

Creating an inclusive environment where employees with disabilities can thrive benefits not just those employees, but the organization as a whole. Employees with disabilities bring unique viewpoints and problem-solving approaches, enhancing innovation. A diverse and inclusive workplace fosters a culture of respect and equality, leading to higher morale and job satisfaction among all employees. Inclusive workplaces often experience lower turnover rates because all employees feel valued and supported.

Understandably, employees with disabilities are likely to require physical accommodation to work outside the home. The most obvious is making sure the workplace is accessible to individuals with mobility impairments by providing wider doorways, ramps, elevators, and automatic doors.

Automatic doors offer significant advantages for employees with disabilities, facilitating easier access for individuals using wheelchairs, walkers, or crutches. They reduce physical strain for employees with conditions that limit strength or dexterity. By reducing reliance on others to open doors, automatic doors also help employees with disabilities maintain greater independence and autonomy in the workplace.

Overall, automatic doors contribute significantly to creating an inclusive and accommodating work environment, facilitating easier access and enhancing the overall experience for employees with disabilities.

National Disability Employment Awareness Month traces back to 1945 when Congress enacted a law declaring the first week in October each year National Employ the Physically Handicapped Week. In 1988, Congress expanded the week to a month and changed the name to National Disability Employment Awareness Month.

New England Real Estate Journal - 17 Accord Park Drive #207, Norwell MA 02061 - (781) 878-4540