



## U.S. Bank Named One of the Best Places to Work for Disability Inclusion

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MINNEAPOLIS--(BUSINESS WIRE)--Jul. 18, 2019-- U.S. Bank scored 100 on the Disability Equality Index (DEI) and has been named a "Best Place to Work for Disability Inclusion" by the American Association of People with Disabilities (AAPD) and Disability:IN. This is the second time U.S. Bank has been recognized for its efforts to ensure an inclusive workplace for people with disabilities.

"When we hire employees who bring diverse perspectives and abilities to the table, we become a better company," said Andy Cecere, chairman, president and CEO. "We're proud to be recognized as one of the Best Places to Work by the Disability Equality Index, thanks to the great work our employees are doing every day to ensure colleagues with disabilities are included, empowered and valued at U.S. Bank."

"We believe that everyone deserves the opportunity to achieve their personal best," says Ismat Aziz, chief human resources officer. "We're passionate about fostering a culture that supports employees' unique needs so they can feel comfortable and accepted for who they are and the contributions they bring to the business."

U.S. Bank encourages employees to join their Disability Business Resource Group (BRG). Through the BRG, employees with disabilities, as well as any other interested employees, can help foster a diverse, inclusive workplace by providing direct input on business initiatives, supporting recruitment efforts, volunteering in the community, celebrating culture and community and hosting development opportunities for employees.

U.S. Bank also supports employees with disabilities and employees who are family members of those with disabilities through:

- Panel discussions and in-person speakers on disability-focused issues.
- Top-down support of initiatives, including our Disability BRG, from senior executives.
- Hiring partnerships with community organizations to increase work opportunities for individuals with disabilities.
- Employee benefits and programs to support caregivers of children, partners, spouses or parents with disabilities.
- Our membership in the Autism @ Work Employer Roundtable, through which we work with other leading companies to advance opportunities for individuals on the Autism spectrum.

For more information on U.S. Bank's commitment to diversity and inclusion, visit [usbank.com/diversity](http://usbank.com/diversity).

### About the Disability Equality Index (DEI)

The Disability Equality Index (DEI) is a joint initiative of the American Association of People with Disabilities (AAPD) and Disability:IN. Developed by the DEI Advisory Committee, a diverse group of business leaders, policy experts, and disability advocates, the DEI is a national, transparent, annual benchmarking tool that offers businesses an opportunity to receive an objective score, on a scale of zero (0) to 100, on their disability inclusion policies and practices.

The DEI is an aspirational, educational, recognition tool that is intended to help companies identify opportunities for continued improvement and help build a company's reputation as an employer of choice.

The DEI brings together AAPD, the nation's largest disability rights organization, and Disability:IN, the leading national business-to-business network, to collectively advance the inclusion of people with disabilities. The organizations are complimentary and bring unique strengths that make the project relevant and credible to corporate America and the disability community.

### About the American Association of People with Disabilities (AAPD)

AAPD is a convener, connector, and catalyst for change, increasing the political and economic power of people with disabilities. As one of the leading national cross-disability civil rights organizations, AAPD advocates for the full recognition of rights for the over 60 million Americans with disabilities. Learn more at: [www.aapd.com](http://www.aapd.com).

### About Disability:IN

Disability:IN, formerly known as the US Business Leadership Network, is the leading nonprofit resource for business disability inclusion worldwide. Partnering with more than 180 corporations, Disability:IN expands opportunities for people with disabilities across enterprises. The organization and 50 affiliates raise a collective voice of positive change for people with disabilities in business. Through its programs and services, Disability:IN empowers businesses to achieve disability inclusion and equality, with the goal of advancing inclusion to the point when the organization is no longer necessary. Learn more at: [www.disabilityin.org](http://www.disabilityin.org).

### About U.S. Bank

U.S. Bancorp, with 74,000 employees and \$476 billion in assets as of March 31, 2019, is the parent company of U.S. Bank, the fifth-largest commercial bank in the United States. The Minneapolis-based bank blends its relationship teams, branches and ATM network with mobile and online tools that allow customers to bank how, when and where they prefer. U.S. Bank is committed to serving its millions of retail, business, wealth management, payment, commercial and corporate, and investment services customers across the country and around the world as a trusted financial partner, a commitment recognized by the Ethisphere Institute naming the bank a 2019 World's Most Ethical Company. Visit U.S. Bank [online](#) or follow on social media to stay up to date with company news.

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