Oracle Hires and Supports Individuals with Disabilities

At Oracle, Abilities Matter. We are dedicated to the success of our employees. We also develop programs, accessible technologies and products that enhance the overall workplace environment and contribute to the productivity of our employees including individuals with disabilities.

Oracle's innovation and competitive advantage depends on the diverse talents and dedication of our employees. Our commitment to foster an inclusive environment in which all employees feel valued and respected is reflected in our effort to attract, hire, support and retain qualified individuals with disabilities.

Advances in information technology have the potential to benefit everyone. Oracle believes in providing the tools and the environments for customers, employees, and external communities, to realize their full potential. Our efforts in the individuals with disabilities community include:

**Internal Programs and Resources**

- **Abilities Matters Wiki and Dimensions of Diversity Articles**: Monthly articles are shared in the Dimensions of Diversity newsletter that raise awareness of disabilities in the workplace. This awareness encourages colleagues to engage in dialogue to help breakdown the stereotypes and stigmas associated with varying levels of ability. Articles are also available in the Abilities Matters Wiki as an added resource for information on disabilities.

- **The Employees with Disabilities Affinity Group** is made up of Oracle employees with disabilities and their friends. The group interacts and supports one another in the workplace. Recently, affinity group members were invited to take the newly produced WHILL mobility device for a spin at the headquarters campus. Employees can sign up to join the affinity group through Oracle Identity Self Service and suscribe to the group's mailing list.

- **Internships**: Oracle provides internship opportunities to assist individuals with disabilities in exploring careers at a technology company and encourage interest in IT-related fields. The internships help with the development of up-to-date skills that are needed in today's workplace. In the US our programs include: Diversity & Inclusion has created three internship positions for qualified individuals with disabilities.

- **Oracle’s Accessibility/Disability Resource Guide** is a compendium containing information about many disabilities, disability etiquette, and resources for additional information about employment and hiring for Oracle managers and employees. It is available on the internal Diversity & Inclusion site.

- **Oracle’s Accessibility Program Office (APO)**: Ensures that all products and services that Oracle provides to customers address accessibility, by following the Oracle Accessibility Guidelines. The APO holds an internal developer’s conference annually for Oracle engineers and employees. And also recognizes employees that have demonstrated an exceptional commitment to accessibility by awarding them the Oracle Accessibility Award. Since its inception in 2013, they have given

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out nearly 35 awards to employees that have gone “above and beyond,” representing a diverse group of Lines of Business and job roles. Accessibility is important to Oracle, our customers and our customers’ customers.

- **Oracle Interpreter Services (OIS):** Provides sign language interpreting services to our deaf employees. Oracle currently has three deaf employees who utilize American Sign Language in Redwood Shores.

- **Reasonable Accommodations:** HR, Benefits, Diversity & Inclusion and the employee’s line of business work together to provide reasonable accommodations to employees with disabilities. Oracle complies with 503 regulations, the Americans with Disabilities Act (ADA) and the Americans with Disabilities Act Amendment Act (ADAAA).

**Community Partnerships and Support**

- **Best Buddies International:** An organization dedicated to establishing a global volunteer movement that creates opportunities for one-to-one friendships, integrated employment and leadership development for people with intellectual and developmental disabilities. Local employees attend programs, collaboration is facilitated across ERGs for Oracle Volunteer. Oracle is a Friendship Level Sponsor with branding on promotional materials and awards the winners of the Best Buddies Friendship Walk.

- **Disabled American Veterans (DAV) National Convention:** DAV (Disabled American Veterans) is the most long-lasting veterans advocacy and assistance group in this country dedicated to a single purpose: empowering veterans to lead high-quality lives with respect and dignity. Oracle sponsors the convention and receives recognition during the event and has a speaking opportunity at the evening reception.

- **National Federation of the Blind (NFB):** is the largest organization of the blind in America. Interested sighted persons also join. Founded in 1940, the NFB has grown to include over 50,000 members. Oracle attends the NFB Convention each year as a platinum sponsor and underwrites the Oracle Scholarship for Excellence in Computer Science. Oracle participates in the NFB Job Seeker Seminar, Breakout/Networking Session, and Job Fair to position the company as an employer of choice for the blind community.

- **Springboard Consulting, Disability Matters Conference:** Awards corporations around the globe that are leading the way in mainstreaming disability the Workforce, Workplace and/or Marketplace. The conference features experts from corporations, academia, government and the national non-profit sector who share best practices. Oracle supports the conference and is featured in a program ad. Local employees are invited to attend the conference and participate in the showcase.

- **Springboard Foundation:** Awards scholarships to full-time college students who have documented disabilities of any type. The scholarships seek to contribute to the increase in employment opportunities for college students with disabilities. Oracle funds two 5K scholarships for students with disabilities who are pursuing studies with a STEM focus.

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**Oracle will Match Employee Donations**
Employees can also make a donation to the Lend A Hand Foundation. If employees would like Oracle to match their donation, they can go to the [MyCitizenship portal](#). Oracle matches donations to eligible organizations up to $300 per employee, per fiscal year.

**Employee Volunteerism:** From providing for the underserved and the needy to conducting STEM technology workshops and serving on employer job panels, our employees give back, take action and make a positive impact.

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