



GFG Community of Practice Meeting San Francisco January 24, 2017

Self Identification

Inclusion of Veterans with Disabilities

CSX – Self ID and Count Me In! Campaign

Pre-Employment Self ID

Voluntary Self-Identification of Disability

How and why have we been selected for this survey?

Not every CSX business with the government has self-identified to this survey. We are reaching out to this survey to help qualified people with disabilities. If you are a person in the United States, we are asking you to tell us if you have a disability or if you have had a disability. Completing this survey is voluntary. It will not affect your pay, benefits or any other aspect of your job. Only people who have self-identified to this survey will be able to answer the survey.

If you already need to use your device, we will not ask you to identify yourself. Because a person may become disabled at any time, we are reaching out to all of our employees to complete this survey now. This survey will not affect your self-identification. Having a disability does not mean that you are not qualified for the job or that you are not a valuable employee.

How do I know if I have a disability?

You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history or record of such an impairment or medical condition.

Disability includes, but is not limited to:

• Blindness	• Deafness	• Mental illness (PTSD)
• Diabetes	• Cancer	• Chronic respiratory disease
• Epilepsy	• Stroke	• HIV/AIDS
• Emotional/psychological conditions	• Learning disabilities	• Multiple sclerosis
• Mobility issues (physical)	• Pregnancy	• Post-traumatic stress disorder (PTSD)
• Obsessive-compulsive disorder	• Osteoarthritis	• Parkinson's disease
• Personality disorders	• Rheumatoid arthritis	• Schizophrenia
• Seizures	• Spinal cord injury	• Sickle cell anemia
• Substance use disorders	• Traumatic brain injury	• Visual impairments (low vision)

Please select one of the options below:

YES, I HAVE A DISABILITY (or previously had a disability)

NO, I DON'T HAVE A DISABILITY

I DON'T WANT TO ANSWER

Reasonable Accommodation Notice

People like you are important to our organization. We are committed to providing a workplace that is accessible to all employees. If you have a disability, please let us know so we can provide you with the accommodations you need to be successful in your role. We will not ask you for more information about your disability than is necessary to provide you with the accommodations you need. We will not share your information with anyone else. If you have any questions, please contact your HR representative.

Section 503 of the Rehabilitation Act of 1973, as amended, and Executive Order 12813 require federal agencies to provide equal employment opportunities for qualified individuals with disabilities. People with disabilities are encouraged to apply for all federal jobs. Employees of federal agencies are encouraged to use their agency's internal recruitment process or other processes, providing opportunities in an alternative format, using a sign language interpreter, or using special access devices.

Section 503 of the Rehabilitation Act of 1973, as amended, and Executive Order 12813 require federal agencies to provide equal employment opportunities for qualified individuals with disabilities. People with disabilities are encouraged to apply for all federal jobs. Employees of federal agencies are encouraged to use their agency's internal recruitment process or other processes, providing opportunities in an alternative format, using a sign language interpreter, or using special access devices.

PERSONAL INFORMATION STATEMENT: According to the Privacy and Information Act of 1974, you are required to provide a collection of information if we are collecting it. You may choose not to provide the information. This policy also has been subject to review by the Inspector General.

Print

Count Me In!

- CEO Self ID campaign sponsor
- CEO Michael Ward Campaign support:
 - Video announcing CMI Campaign
 - Voicemail to all employees
 - Posters throughout offices
 - Info tables in lobbies


Video with CSX CEO



Campaign 2017

- Leverage CEO Campaign leadership
- Broaden communications and marketing
- Leverage ABLE group for education
- Expand technology and tools
- Partner with Benefits, EAP and Medical

Count Me In Support Materials on Intranet

Site Actions ▾ 

News

CSX Code of Ethics

Core Values

Service Updates

CSX Employees Disaster Relief Fund Guidelines

CSX Financials

Corporate Citizenship

CSXTube

Forms

Diversity, Inclusion & Engagement

▶ About Diversity, Inclusion, & Engagement

▶ Count Me In!

▶ How CSX Celebrates

▶ Spotlight & Recognition

▶ Tools & Resources

▶ Contact Us

Policies

Management Org Charts



When we have accurate information about our employees, we can create strategies that improve and measure our progress toward our diversity programs, recruitment and retention efforts, better tailor programming to employees' unique needs and interests, and achieve compliance goals.

The COUNT ME IN! campaign is an effort to remain compliant with government requirements and improve our practices for supporting and encouraging diversity at CSX.

We are asking for every employee's voluntary participation in the campaign — even if you do not have a disability or have not served in the military.

Your voluntary responses are kept confidential and will help CSX comply with federal regulation, effectively compete for government contracts, and gain a more complete picture of our workforce diversity. Please complete both the veteran and disability status forms below:



[Complete Your Veteran Status Form](#)



[Complete Your Disability Status Form](#)

Or, simply follow the steps below:

STEP 1: Access the Gateway under Quick Links > Help > Click on [Employee Self Service](#)

STEP 2: Under Personal Information, Click on Count Me In-Disability Status, Complete the form and submit

STEP 3: Under Personal Information, Click on Count Me In-Veteran Status, Complete the form and submit

Download or view the COUNT ME IN! TOOL KIT:  [How to Self-Identify Veteran and Disability Status](#)

View our  [Frequently Asked Questions](#)

Videos

[CSX Employees Speak Up: Count Me In!](#)

[A Message from Michael Ward: Count Me In!](#)

[Learn More About Count Me In!](#)

CSX – Employer of Choice for Veterans

Recruiting

- Dedicated recruiter
- Military Affinity Group (MAG) involvement
- Senior level engagement
- Branding and marketing commitment
- Recruiting partnerships
- Strong pro-veteran market reputation
- Non-recruiting partnerships – COJ, WWP (interns)

Onboarding

- Reinforce veteran influence on culture
- Day 1 - Encourage to join the MAG
- Safety and execution-focus builds immediate employee alignment
- *Working with Veterans* training guide
- REDI training facility staffed by veterans

Infrastructure & Support

- Over 20% of CSX workforce are veterans, lots of peer support
- Engaged EAP leader and program
- Medical Dept. Accommodation support
- Volunteer opportunities in support of vets
- Barber shop on first floor of HQ

Recognition

- Civilianjobs.com – MVE of Military – 5X
- AMVETS Military Employer of Year – 3X
- Florida National Guard “Ring of Honor– 6X
- National Disabled Veterans Council
 - Corporate Leadership Award
- Top 100 Most Military Friendly Employers