



Comcast and Diversity

Our Commitment to People with Disabilities

Comcast is committed to providing access and opportunities to all our employees and customers with disabilities.

Defining Disability

- At Comcast, we define disability in a manner consistent with the Americans with Disabilities Act of 1990 and analogous state laws. While these laws are always changing and the courts interpret disability differently jurisdiction to jurisdiction, Comcast is committed to following the law as it relates to people with disabilities.

Protect Employee Privacy

- A fundamental tenet of the Comcast culture is respecting the privacy rights of our employees. In this spirit, it is the company's policy and practice to ensure that our employees work in an environment free of unnecessary intrusion into their personal lives. We are especially sensitive to the private nature of employees' medical conditions, and we do not actively solicit information from our employees on disabilities.

Provide Accommodation to our Employees and Consumers

- Comcast offers reasonable accommodation(s) to qualified individuals with known disabilities to enable them to perform the essential functions of their position. We have committed these principles to writing in the form of a Policy on Reasonable Accommodations which is included in our Employee Handbook.

- Xfinity Voice phone service from Comcast is committed to providing accessible services to our customers with special needs through 711 abbreviated dialing for users of the relay system, teletypewriters (TTY), and telecommunications devices (TDD) for customers with hearing or speaking disabilities.

Recruitment

- To recruit people with disabilities to our workforce, we consult with organizations that attract and support a broad range of people with disabilities, including the Easter Seals and the American Association of People with Disabilities (AAPD), on recruitment opportunities.

- Comcast attends annual Disabilities Expos for people with disabilities to recruit candidates for open positions at Comcast.

Advocating and Supporting People with Disabilities

- Comcast is a proud sponsor of the following organizations and initiatives that support people with disabilities: the National MS Society, Best Buddies International, the Centers for Independent Living, L'Arche Farms home for people with developmental disabilities, Parkinsons Action Network and Autism Speaks National Capital Area.

- Comcast supported the American Association of People with Disabilities (AAPD) 2010 Disability Mentoring Day (DMD) in Washington, D.C. DMD is the nation's largest career exploration event for students and job seekers with disabilities.

- Comcast SportsNet New England partnered with the Easter Seals of New Hampshire and the Boston Celtics for the 12th Annual "Walk With Me" event benefiting people with disabilities and special needs.



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