

## → A thoughtful approach to helping individuals with disabilities

The ADA defines an individual with a disability as a person who has a physical or mental impairment that substantially limits one or more major life activities. At Boeing, we have thousands of teammates facing physical and mental challenges. We want to help them succeed.



Is there a person on your team needing assistance? Is it you?  
We can start to help each other only when we know how to start a conversation.



**Tasha**



**Malcolm**

Take a moment  
and meet Tasha  
and Malcolm.

Tasha is a mother of two and works in the Business Operations group for Boeing Commercial Airplanes. She's bright. Engaging. Never complains. She uses a cane to get around, the reminder of a car accident injury that still challenges her four years later.

Malcolm is in his early 20s. He's a new hire and, in every way, an emerging star on his IT team. However, he has a difficult time making eye contact and speaking up before things start to bother him.



Both have disabilities—visible or invisible.

To look at Tasha is to see an employee dealing with her challenges, while Malcolm appears to have problems functioning while collaborating with others. Sometimes he loses patience.

Both are valued members of our team.



If Tasha needs some extra assistance or extra time, it's all right to ask if you can help and—just as importantly—how you can help. At the same time, if Tasha declines, that's all right too.



For Malcolm, challenges that may affect the team are under the surface. He's the only one who can disclose if he has an issue that's bothering him or impacting his interaction with the team. You can still offer to help, but it isn't appropriate to ask Malcolm the nature of his private situation. If Malcolm does disclose his disability and asks for accommodations, it's our responsibility to see what we can do. Most accommodations are low or no cost. Removing the source of a distracting noise is a good example.

Knowing each other and functioning as a true team is the benefit we all share when we reach out and are kind. We are empowered to reach out when warranted. It's case by case. Sensitivity is not one size fits all.

Disabilities—visible and invisible—provide the opportunity for a conversation that embraces our humanity and supports each other.

### It's really that simple.

Questions can be answered here:  
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