Should I self-identify?

- We strive to promote and sustain a culture of diversity, inclusion and belonging every day, where our workplace is comprised of colleagues who represent the communities in which we live and work. CVS Health as an equal opportunity and affirmative action employer. We do not discriminate in recruiting, hiring or promotion based on any basis or characteristic prohibited by applicable federal, state, or local law. We proudly support and encourage people of diverse backgrounds including those with military experience (active service members, veterans, protected veterans, reservists an National Guard) as well as military spouses to apply for CVS Health job opportunities.

- When you voluntarily self-identify, you help us measure the effectiveness of our diversity initiatives including out outreach and recruitment of diverse and disabled candidates, and the promotion of our reasonable accommodation process. Self-identification is strictly voluntarily, it is not a condition of employment and any information you provide will be kept confidential and not used against you in any way.

- Many people don’t realize the extensive list of physical and mental conditions that qualify for protection under the Americans with Disabilities Act (as amended) (ADA). You might have a qualifying condition if you currently have, or have had any history of, a physical or mental condition that impacted your daily life.

How do you know if you 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. Disabilities include, but are not limited to:

- Autism
- Autoimmune disorder, for example, lupus, fibromyalgia, rheumatoid arthritis, or HIV/AIDS
- Blind or low vision
- Cancer
- Cardiovascular or heart disease
- Celiac disease
- Cerebral palsy
- Deaf or hard of hearing
- Depression or anxiety
- Diabetes
- Epilepsy
- Gastrointestinal disorders, for example, Crohn's Disease, or irritable bowel syndrome
- Intellectual disability
- Missing limbs or partially missing limbs
- Nervous system condition for example, migraine headaches, Parkinson’s disease, or Multiple sclerosis (MS)
- Psychiatric condition, for example, bipolar disorder, schizophrenia, PTSD, or major depression

We provide reasonable accommodations to individuals with disabilities as needed. To request an accommodation – including a qualified interpreter, written information in other formats, translation or other services – please email AdviceandCounsel@cvshealth.com or call 877-805-9511. If you have a speech or hearing disability, please call 7-1-1 to utilize Telecommunications Relay Services (TRS). We will make every effort to respond to your request within 48 business hours and do everything we can to work towards a solution.