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 and 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 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.

How do you know if you have a disability?

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). A disability is a condition that substantially limits one or more of your “major life activities.” If you have or have ever had such a condition, you are a person with a disability. Disabilities include, but are not limited to:

- Alcohol or other substance use disorder (not currently using drugs illegally)
- Autoimmune disorder, for example, lupus, fibromyalgia, rheumatoid arthritis, HIV/AIDS
- Blind or low vision
- Cancer (past or present)
- Cardiovascular or heart disease
- Celiac disease
- Cerebral palsy
- Deaf or serious difficulty hearing
- Diabetes
- Disfigurement, for example, disfigurement caused by burns, wounds, accidents, or congenital disorders
· Epilepsy or other seizure disorder

· Gastrointestinal disorders, for example, Crohn's Disease, irritable bowel syndrome

· Intellectual or developmental disability

· Mental health conditions, for example, depression, bipolar disorder, anxiety disorder, schizophrenia, PTSD

· Missing limbs or partially missing limbs

· Mobility impairment, benefiting from the use of a wheelchair, scooter, walker, leg brace(s) and/or other supports

· Nervous system condition, for example, migraine headaches, Parkinson’s disease, multiple sclerosis (MS)

· Neurodivergence, for example, attention-deficit/hyperactivity disorder (ADHD), autism spectrum disorder, dyslexia, dyspraxia, other learning disabilities

· Partial or complete paralysis (any cause)

· Pulmonary or respiratory conditions, for example, tuberculosis, asthma, emphysema

· Short stature (dwarfism)

· Traumatic brain injury

We only accept applications for employment via this site. 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 – email ColleagueRelations@CVSHealth.com. 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.