

Voluntary Self-Identification FAQs

Do I have to participate?

You are not required to participate. Disclosure or refusal to provide the information will not subject you to any adverse treatment and the information will be used only in accordance with the appropriate regulations.

Will my information be kept confidential?

The information you submit will be kept confidential and will be made available only to those involved in affirmative action reporting.

How will Comcast use the information?

Beyond government reporting purposes, the information will be made available only to those involved in affirmative action reporting.

Will this information be in my personnel file?

No, this information will not be placed in your personnel file.

Why am I being invited to participate and disclose disability status, veteran status, and/or as part of the LGBT Community?

These surveys give us valuable insight into our workforce demographics which enables us to more accurately assess the needs of our employees so that we can continue to make Comcast a more inclusive place to work.

The unemployment rate for working-age Americans with disabilities and post-September 2001 veterans is significantly higher than other populations.

To address this issue, new government rules aimed at improving hiring and employment of veterans, disabled veterans and people with disabilities become effective March 24, 2014 for companies that hold contracts with the federal government ("federal contractors").

To comply with these new regulations, Comcast is required to invite all Comcasters to identify whether they have a disability.

How do you define disability?

For purposes of the disability survey, the federal government defines disability as a physical or mental impairment that substantially limits one or more major life activities (such as, blindness, deafness, diabetes, epilepsy, multiple sclerosis, bipolar disorder, post-traumatic stress disorder, obsessive compulsive disorder), or a record (or past history) of such an impairment. Examples are provided in the survey.

Will I be penalized for disclosing or refusing to disclose information?

No. Disclosure or refusal to provide the information will not subject you to any adverse treatment and the information will be used only in accordance with applicable law.

How do I complete the survey?

The process is easy. The survey only takes a few minutes to complete.

You can navigate to the survey by following the links on the TeamComcast article, or:

You can also access the survey through Self-Service: **Personal Information > Demographic Surveys** (Veteran and Disability) or **Personal Information > Voluntary Employee Self-Identification and Inclusion Survey** (LGBT)

Can I update my status at later date if my disability status changes?

Yes. You can update your information in the future. You simply need to log on to Employee Self-Service from TeamComcast, then go to Personal Information > Demographic Surveys to update your information.

Who can I contact if I have questions?

If you have questions about the voluntary self-identification survey or the new regulations, you can contact the Employee Service Center (ESC).

If you have technical issues or questions about how to Self-Identify in ESS, please contact the Employee Service Center at 1-877-909-HR4U or Comcast_esc@cable.comcast.com.

If you have questions about Voluntary Self-Identification, please contact [Comcast Workforce Diversity & Inclusion](#).