



ACCESSIBILITY

Topic Summary

Across Disney, we celebrate each person's unique gifts. We work to provide opportunities so that both guests and employees can enjoy our products, experiences, and content.

Accessible Experiences and Offerings

We want guests to have the opportunity to enjoy our magical experiences and performances and to create memories that last a lifetime. Our theme parks offer guests with disabilities various tools and options. These have included services and access options for guests with disabilities; audio descriptions and Braille; tactile and large-print maps and guides for guests with visual or cognitive disabilities; assistive listening, captioning, and sign language interpretation; quiet areas designed to help guests with additional sensory needs; and more. Each park shares additional accessibility information on their site-specific website.

Accessible Content

We are committed to increasing the accessibility of our content for our audiences. We offer a range of tools and accessibility features across our streaming platforms and networks, and other platforms where our content is shared. Features vary by platform and may include tools such as audio descriptions, closed captioning, keyboard navigation, and interoperability with popular screen readers.

We also offer sensory-accessible and sensory-inclusive movie screenings at select Disney-owned theatrical venues. These include trained staff, expedited check-in, reduced seating capacity, dimmed lighting, lowered sound, and sensory bags with items like noise-canceling headphones.

Supporting Employees with Disabilities

We are committed to an inclusive and accessible workplace. We are transparent about our disability accommodations process and further support employees in building accessibility into their daily work by providing practical tools, resources, workshops, assistive technology, and information in multiple accessible formats.

At Disney, we want everyone to belong and thrive. ENABLED is a Disney Employee-Led Group, referred to as a Belonging Employee Resource Group, that helps strengthen our culture and community of belonging and promotes respect, equality, and appreciation of people with disabilities. These voluntary groups are open to all and provide employees with opportunities to develop leadership skills, network, engage with fellow employees, and participate in meaningful community outreach and volunteer efforts. We also celebrate Disability Pride Month annually with employee activations and events, meaningful employee storytelling, volunteer opportunities, and more.

Governance

Our Senior Executive Vice President and Chief People Officer leads Disney's global people and culture strategy; talent acquisition and development; compensation and benefits; opportunity and inclusion; organizational effectiveness; and employee services and systems. Reporting to our Chief People Officer, Our Senior Vice President and Chief Opportunity & Inclusion Officer leads the Company's Opportunity & Inclusion strategy and partners closely with leaders and teams across all segments to foster a culture rooted in belonging. Disney's Chief Safety Officer leads the company's guest safety efforts for Disney Experiences, including those related to guest accessibility, in collaboration with businesses and leaders across the Company.

Additional Resources

[Walt Disney World ® Resort](#)

[Disneyland ® Resort](#)

[Disneyland Paris](#)

[Hong Kong Disneyland Resort](#)

[Shanghai Disney Resort](#)

[Tokyo Disney Resort](#)

[Accessibility Features on Disney+](#)