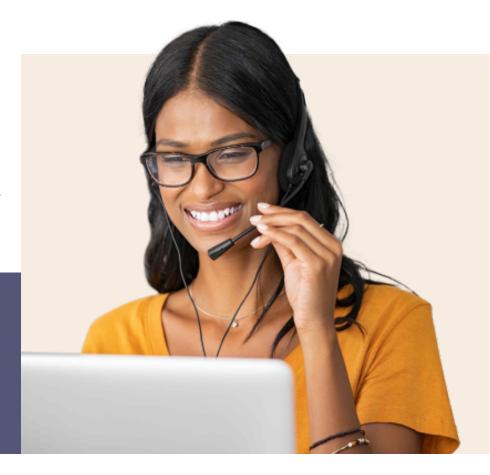# disclo

The first-ever software for employers to **collect, verify, and manage** health disclosures and employee accommodation requests.

Only 3% of people in the U.S. with chronic illnesses or disabilities disclose this information to their employer – so it's not a surprise that over 36% of total EEOC lawsuits in 2020 were disability related.

Collect

Employers want their employees to disclose accommodation requests and chronic illness / disability information, whether it be to understand and accommodate employees' needs, to meet disability hiring mandates (such as Section 503), or to ensure an equitable and inclusive workplace. But employers can't store this information in their HRIS system due to ADA restrictions, so they've resorted to spreadsheets and sticky notes to track this information. Until now. With Disclo, employers simply send a third-party link to employees at onboarding and on an annual basis thereafter, collecting data and requests in a compliant, safe, and confidential manner.

Verify

Per the ADA, employers may request sufficient documentation when the disability and/or need for accommodation is not known or obvious. When requested by the employer, Disclo validates that an employee's accommodation request is legitimate and required using our proprietary medical verification system. We interact with medical providers directly, so HR managers can focus on what they do best.

Manage and Analyze

Manage all employee accommodation requests in one portal. User-level permissions allow you to ensure only the right HR Managers are seeing the information they require, while HR Managers can approve, reject, or request more information about any and all accommodation requests. Our proprietary Analytics Suite also allows you to understand accommodation costs, disclosure rates, benchmarking data, and so much more.

Military-grade encryption

HIPAA Compliant

AICPA SOC
SOC 2 TYPE II Certified

ADA EEOC
Process Compliant