



## **The value of hiring people who think differently-**

Hiring neurodivergent individuals – those with autism, ADHD and other neurological differences – helps Bank of America better serve our teammates, clients and communities.

## **Neurodiversity@BofA**

In 2019, Bank of America launched a neurodiversity hiring program, in partnership with Neurodiversity in the Workplace. As part of the program, neurodivergent candidates participate in a skill-based hiring screening that gives them an opportunity to directly demonstrate role-related competencies.

Since the launch of the program, we've continued to expand our support to move closer to our mission of an even more diverse and equitable workforce.

## **Frequently Asked Questions**

### **What is Neurodiversity@BofA?**

Bank of America believes that providing jobs for neurodivergent individuals – those with autism, ADHD and other neurological differences – helps Bank of America better serve our teammates, clients and communities. This program is an important part of our commitment to diversity and inclusion.

### **What is Neurodiversity in the Workplace?**

Neurodiversity in the Workplace [NITW] is a non-profit consultancy and service provider that partners with employers to design and implement inclusive hiring events for neurodivergent candidates. NITW envisions a future where neurodiversity inclusion is a key part of talent acquisition strategy.

### **Are there other disability hiring programs at Bank of America?**

Yes, Bank of America Support Services provides employment opportunity, tailored support and guidance to more than 300 employees with intellectual disabilities who work in marketing and fulfillment operations. To learn more about Support Services, please visit:

<https://about.bankofamerica.com/en/making-an-impact/support-services>

### **Where can I learn more about Diversity and Inclusion at Bank of America?**

For more information about Bank of America's commitment to diversity and inclusion, please visit: <https://careers.bankofamerica.com/en-us/culture/diversity-inclusion>

## Quotes From Teammates



*“A superpower of neurodivergent people is that they process information differently, which makes us a stronger organization. I know the reason we have so much innovation taking place at our company is because we have this really broad tapestry of individuals thinking about hard problems from all different angles. It gives us a strategic advantage.”*

**- Craig Froelich, Chief Information Security Officer**



*“Our commitment to hiring neurodivergent talent has fostered a more inclusive work environment, a culture of empowerment, where differences are celebrated, appreciated and the organizational benefits are substantial.”*

**- LeTisha, Human Resources Executive, Global Information Security & Data Management Technology**