

[INSERT NAME HERE] PLEDGES TO SUPPORT THOSE WITH INVISIBLE CONDITIONS

[INSERT NAME HERE] have pledged to lead the way in invisible disability inclusion, with support from Crohn's & Colitis UK.

An estimated 1 in 7 people live with an invisible disability.¹ [INSERT NAME HERE] are pledging their support to Crohn's & Colitis UK's 'Are you IN?' Campaign, changing perceptions of disability in the workplace and making their company a more inclusive place for everyone with a long-term condition.

[INSERT COMPANY QUOTE]

As part of the Are You IN? campaign, Crohn's & Colitis UK, in partnership with Janssen-Cilag Limited, are asking companies to sign up to a list of pledges so they can better support their employees with invisible disabilities and become a more inclusive workplace. [INSERT COMPANY NAME HERE] have put their name to this campaign, becoming industry leaders in workplace inclusivity. They have pledged to support their employees with invisible conditions, reaping the benefits of a diverse and inclusive workforce.

By making reasonable adjustments, employers can break down the stigma and help everyone thrive in the workplace. [INSERT COMPANY NAME] are doing just that, by helping their employees with invisible conditions feel supported at work, boosting their job satisfaction and wellbeing.

[INSERT QUOTE FROM COMPANY EMPLOYEE WITH INVISIBLE CONDITION]

"It can be difficult to speak up about your needs in the workplace, particularly when they aren't visible. The Are You IN? campaign is all about giving everyone at work -on both sides of the conversation - the confidence, tools and resources to talk about invisible conditions and make sure the right support is in place. By signing up to the campaign and actioning the pledges, [INSERT COMPANY NAME HERE] are showing they care about improving inclusivity and wellbeing."

- Sarah Hollobone, Campaigns Manager, Crohn's & Colitis UK

[INSERT COMPANY NAME HERE] has pledged to:

- **Appoint** an 'invisible condition' rep as a point of contact to signpost colleagues towards the campaign resources and relevant company policies or employee assistance programmes.
- **Train and educate** all staff on invisible conditions such as Crohn's and Colitis.
- **Empower managers, HR and people living with invisible conditions** with the confidence to talk about invisible conditions by promoting our conversation guides.
- **Consider**, both currently and as part of a post-COVID-19 climate, offering remote and flexible working hours as a means of not only improving employee wellbeing but also productivity and job satisfaction.

Together, we can work towards a more inclusive workplace. To find out more about the Are You IN? campaign visit <https://www.noteverydisabilityisvisible.org.uk/>.

www.crohnsandcolitis.org.uk

Notes to Editors.

[Crohn's & Colitis UK](http://www.crohnsandcolitis.org.uk) is the UK's leading charity for Crohn's and Colitis. We're here for everyone affected by Crohn's and Colitis. Right now, new research is revealing over 500,000 people in the UK are living with a lifelong disease that many people have never heard of². Because of the stigma and misunderstanding surrounding these disease, thousands of people are suffering in silence. But they are not alone. We're here for everyone affected by Crohn's and Colitis.

We're working to improve diagnosis and treatment, and to fund research into a cure; to raise awareness and to give people hope, comfort and confidence to live freer, fuller lives.

We want:

- To drive world-class research that improves lives today and brings us closer to a world free from Crohn's and Colitis tomorrow
- Everyone to understand Crohn's and Colitis
- To support and empower everyone to manage their conditions
- To drive high-quality and sustainable clinical care
- Early and accurate diagnosis for all

A charity registered in England & Wales Number 1117148, Scotland Number SC038632

1. Psychreg. 'Not Every Disability is Visible': What Are the Most Common 'Invisible' Disabilities?. 2020 (v1.0) - one in seven people in the UK have an invisible condition (p.3) Combine all those numbers up, and we are looking at almost 1 in 7 people in the UK.

2. Crohn's & Colitis UK. About Us. 2021 (v1.0) - 500,000 people have IBD in the UK (p.1) Right now, an estimated 500,000 people in the UK are living with a lifelong disease that many people have never heard of.

The 2021 Not Every Disability is Visible campaign activities, including Are You In? have been developed by Crohn's & Colitis UK in partnership with, and funded by, Janssen-Cilag Limited.

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