| AEDT Characteristic | Assigned Values | Description |
| --- | --- | --- |
| Bias-Free/No bias | Yes, No, Maybe | If yes, vendor’s website displays the phrase "Bias-Free" or similar language, such as “eliminates bias,” in relation to vendor’s AEDT offering(s) or AI/ML technology in general. |
| Video Screening | Yes, No, Maybe | If yes, vendor’s website declares that vendor integrates AI/ML video screening algorithms in their AEDT offering. |
| Resume/Profile Screening | Yes, No, Maybe | If yes, vendor’s website declares that vendor integrates AI/ML text screening algorithms for candidates’ resumes or profiles into their AEDT offering(s). |
| Chatbots | Yes, No, Maybe | If yes, vendor’s website declares that vendor integrates chatbots into their AEDT offering(s). |
| Addresses Physical Disabilities | Yes, No, Maybe | If yes, vendor’s website addresses ways to assist and/or the benefits of hiring candidates with physical disabilities. |
| Addresses Neurodiversity | Yes, No, Maybe | If yes, vendor’s website addresses ways to assist and/or the benefits of hiring neurodivergent candidates. |
| Accessibility Staff | Yes, No, Maybe | If yes, there is public evidence of accessibility staff on the vendor’s website or LinkedIn profile. |
| Offers Accommodations | Yes, No, Maybe | If yes, vendor mentions accommodations specifically for AEDT offering(s). |
| Immediate/Timeframe for Accommodations | Yes, No, Maybe | If yes, vendor provides immediate accommodations or a timeframe for when accommodations are made available for candidates subject to the AEDT offering(s). |
| Reports Bias Testing | Yes, No, Maybe | If yes, vendor states that it has submitted to a third-party audit or performs its own audits for bias in their AEDT offering(s). Note that such audits may not fully address bias testing for those with disabilities. |
| Number of Total Staff | Small ≤ 100,  100 < Medium ≤ 1000,  Large > 1000 | Estimated total employee count. |