**Appendix:** *Semi-structured Interview Questions Guide*

**Demographic Questions**

1. What is your age?
2. How would you describe your gender? (male / female / identify as other)
3. How would you describe your ethnicity?
4. How would you describe your physical disability? (congenital or acquired)
5. What is the highest level of education you have obtained?
6. What is your current work status? (part- / full-time, employed / self-employed)
7. What is your current occupation and role?
8. What percentage of your working week is made up of teleworking practices i.e., remote working, working from home, anything where tech substitutes travel/on-site work (as opposed to in-office work)?

**Warm-up**

* In your experience, how have you generally found telework?
	+ How did you initiate teleworking on your job?
	+ What are your thoughts of telework in comparison to in-person work?
	+ Do you see teleworking as an important/essential reasonable work adjustment?

**Section 1: Positives/facilitators of Teleworking**

* What benefits/advantages do you find telework has for you in any aspect of your life?
	+ Has telework opened any opportunities for you, either professionally or personally (that weren’t possible with in-person work)?
	+ What factors have facilitated/supported you in working from home around your disability?

**Section 2: Negatives/barriers of Teleworking**

* What are the disadvantages/barriers to teleworking for you (disability)?
	+ Do you find you encounter more barriers/negs than facilitators/pos or vice versa?
	+ Are you able to mitigate/overcome these barriers in any way?
	+ How could teleworking be improved for you? (i.e., what could be done to help break the barriers you experience with your disability)

**Section 3: Adjustments and Needs while Teleworking**

* How have you adapted your home and physical workspace to be suitable for telework (disability)?
	+ Is there anything different about your work routine/schedule (if your teleworking has increased)?
* Do you have any other reasonable work adjustments other than teleworking?

**Section 4: Navigating Technological Tools**

* What technologies do you use to perform remote communication?
	+ What are the positives and negatives of these?
	+ What complexities/difficulties do you face in using the technology needed for teleworking (disability)?
	+ Do you make any adjustments or employ any strategies to overcome any barriers of the online tools and devices?
* Do you use any assistive technology?
	+ If so what and why?

**Section 5: Changes in Telework Experiences**

* Has anything changed in your work/telework experience since COVID-19 has made remote work more pervasive?
	+ Has the number of online meetings increased or the number of other people joining online increased?
	+ Are there any differences in meeting dynamics because more people may be attending remotely, instead of just you?
* Have you experienced any new company initiatives for people to work from home in response to COVID-19 (if they are employed rather than self-employed)?
	+ Have the attitudes/thoughts of your colleagues/employer toward teleworking practices changed?
	+ If so, how?
* How have any of these changes affected your working experience & wellbeing?

**Section 6: Future of Work Preferences**

* Would you prefer to work in-person or work remotely post-COVID or both? (Taking into account that potentially many colleagues will now return to in-person work)
	+ What changes in work practices/culture do you hope remain post-COVID?
	+ What changes are still needed?
* Would you like to increase/decrease the amount of teleworking you do in the future?
	+ What are your reasons for this?
* How would you feel about a hybrid model of work in the future, and why?
	+ Do you prefer a hybrid model of work to working exclusively in-office or teleworking?
	+ What are the barriers/facilitators & benefits/disadvantages you can foresee with this? (disability)
	+ What things could be put in place to make hybrid working accessible?