

Myths And Realities about People with Disabilities in the Workplace

- Myth:** Persons with disabilities can't keep up with other workers.
It has been conclusively shown that, on average, people with a disability are more loyal, dependable, and productive than
- Reality:** their non-disabled colleagues - and that they work more safely. 90% of people with disabilities rated average or better on job performance.
- Myth:** A person with a disability is likely to miss a lot of work .
- Reality:** 86% of people with disabilities rated average or better on attendance.
- Myth:** My staff wouldn't want to work with a person with a disability.
Hiring a person with a disability can increase your ability to attract and retain employees. People with disabilities bring
- Reality:** diversity to the workplace, which has a distinct, positive impact on staff morale.
- Myth:** A person with a disability cannot work in a position requiring physical labour.
- Reality:** Of those people who identified themselves as a person with a disability only 10.5% have mobility-related disabilities.
- Myth:** Hiring a person with a disability will require changing my workplace.
Employers often cite the cost of accommodations as a barrier to hiring persons with disabilities. The vast majority of persons
- Reality:** with disabilities, who are currently employed, require no special workplace accommodations whatsoever. Employees with disabilities can often be accommodated as simply as moving furniture.
- Myth:** A person with a disability will have more accidents on the job.
It has been conclusively shown that, on average, people with a disability are more loyal, dependable, and productive than
- Reality:** their non-disabled colleagues - and that they work more safely. 98% of people with a disability rate average or better in work safety.
- Myth:** Accommodations make it too expensive to hire a person with a disability.
Accommodations for persons with disabilities are generally
- Reality:** very inexpensive and are a tax credit. Furthermore, 90% of employers had no change in their insurance costs to employ

people with a disability.

Myth: It will be more difficult to terminate a person with a disability.

Persons with disabilities will be the first to agree that they don't want to be treated differently from other employees.

Reality: Within the context of whatever accommodations have been provided, an employer can have the same performance expectations for a person with a disability as they would with any other employee.

Myth: Persons with disabilities don't really want to work.

Staff retention, regarding persons with disabilities, is 72%

Reality: higher, saving millions of dollars each year in recruitment and training costs.

Myth: A person with a disability is sick, or has something wrong with them.

Disability is a natural part of the human experience, and it is not the same as being sick. Individuals with disabilities have varying degrees of need, and are sometimes sick, just as non-

Reality: disabled are sometimes sick. Mistaking a disability for sickness not only fails to respond to a person's needs, it perpetuates a negative stereotype and an assumption that the person can and should be cured.

Myth: People with disabilities have a poor quality of life.

This is one of the most common and damaging stereotypes, because it discourages social interactions and the development of mature relationships. People with disabilities have needs just like those who are non-disabled, and they strive for a high

Reality: degree of quality of life as other individuals. Society handicaps individuals by building inaccessible schools, theaters, homes, buses, etc. The attitude that disability is a bad thing and that disability means a poor quality of life is often viewed as more disabling than the disability itself.

Myth: People with disabilities are inspirational, brave, and courageous for living successfully with their disability.

A person with a disability simply carrying out normal activities of living when they drive to work, go shopping, pay their bills, or compete in athletic events. Access to community based, long term service such as attendant care, access to

Reality: buildings, public transportation, sidewalks, etc, access to quality health care, and necessary equipment enables them to carry on the same as non-disabled necessary equipment enables them to carry on the same as non-disabled people.

Myth: People with disability always need expensive and high-tech assistive devices or services.

Reality: Simple inexpensive devices are often the most critical in helping people with a disability live independently. Assistive devices can be as affordable as an eating utensil or Velcro strap.

Myth: People with severe disabilities need to live in nursing home or rehabilitation hospitals or under constant supervision so that they do not hurt themselves.

Reality: Unfortunately, this myth has created a system of long term care in our nation that relies on institutions such as nursing homes and other facilities. Even those with the most severe disabilities could live in their own home given adequate community based service, and at the very least, they should be given that choice.