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MYTHS

ABOUT WORKERS WITH DISABILITIES



COST TO ACCOMMODATE IS TOO HIGH.

Research finds that most accommodations cost less than \$500. In fact, studies have shown that less than one-quarter of employees with disabilities need accommodations. A better perspective might be gained by determining the dollar value of recruiting an exceptional employee.

MORE LIKELY TO USE OR EVEN EXCEED SICK DAYS.

Studies have reported people with disabilities had fewer scheduled absences than those without disabilities, and fewer days of unscheduled absences.



INDIVIDUALS WITH DISABILITIES ARE NOT ABLE TO CONTRIBUTE TO SOCIETY.

More than anything, individuals with disabilities are restricted not by their abilities, but by society. As an employer, do not let a person's disability get in the way of an opportunity for him or her to demonstrate talents.



TOO RISKY FOR EMPLOYERS TO TAKE DISCIPLINARY ACTION.

With the exception of negotiated accommodations, all employees should be treated the same. Using "kid gloves" for employees with disabilities creates a standard that is not good for anyone.



PEOPLE WITH BEHAVIORAL HEALTH ISSUES ARE UNPREDICTABLE.

In reality, the vast majority of people who have behavioral health needs are no more unpredictable than anyone else. You probably know someone with behavioral health issues and don't even realize it.



PEOPLE WITH DISABILITIES CAN ONLY DO SIMPLE, REPETITIVE JOBS OR CAN ONLY DO LIGHT DUTY WORK.

People with disabilities have a variety of skills to offer, which differ from individual to individual, as with everyone else.

