

Common myths about employing people with disabilities

Myth: Hiring disabled workers increase workers compensation insurance rates.

Fact: *Insurance rates are based solely on the relative hazards of the operation and the organization's accident experience, not on whether an employer has hired workers with disabilities.*

Myth: Providing accommodations for people with disabilities is too expensive

Fact: *Did you know that the minority workers with disabilities who do need some sort of special equipment or accommodation, 56% of these cost less than \$600, with many costing nothing at all? And available tax incentives make it even easier for businesses to cover accessibility costs.*

Myth: The ADA (Americans with disabilities Act) forces employers to hire unqualified individuals with disabilities.

Fact: *Unqualified candidates are not protected under the ADA. To be protected from discrimination in hiring, an individual must first meet all requirements for a job and be able to perform its essential functions with or without reasonable accommodations.*

Myth: Employees with disabilities have a higher absentee rate than employees without disabilities

Fact: *Studies by firms such as DuPont show that employees with disabilities are not absent any more than employees without disabilities.*

Myth: Under the ADA, an employer cannot fire an employee who has a disability.

Fact: *Employers can fire workers with disabilities under three conditions:*

- 1. The termination is unrelated to the disability*
- 2. The employee does not meet legitimate requirements for the job, such as performance or production standards, with or without a reasonable accommodation*

3. *Because of the employee's disability, he or she poses a direct threat to health and safety of the workplace.*

(Source: U.S Department of Labor, Office of Disability Employment Policy)