

10 MYTHS & FACTS ABOUT HIRING PEOPLE WITH DISABILITIES

There are many stereotypes, biases, and misperceptions about hiring people with disabilities. Most are based on a lack of information and experience.

THE FACTS

2.30

On a scale of one to three, employees with disabilities received a performance score of **2.30** versus 2.31 for those without a disability.



34% of respondents in the 2017 study say they experienced **discrimination** or **bias** while working at their current companies.

30%

In a 2017 study, 30% of white-collar, college-educated employees **have a disability**. Of these, 62% have an “invisible” disability.



68.4% of Americans with disabilities are **striving to work** and 40.6% want to work more hours.

MYTH #1

People with disabilities are not qualified applicants.

FACT: Employers should not assume that people with disabilities lack the necessary education, training and experience for employment. Many times, the only difference is that workers with disabilities might do things differently, which could mean more efficiently and better than others in the same position.

MYTH #2

The Americans with Disabilities Act gives job applicants with disabilities advantages.

FACT: The ADA does not give hiring preference to people with disabilities. The ADA does encourage the employment of qualified individuals with disabilities: it evens the “playing field.” Employers are free to hire applicants of their choosing as long as the decision is not based on disability.

MYTH #3

All people with disabilities require job accommodations.

FACT: Less than one in four people with disabilities require job accommodations.

MYTH #4

Reasonable accommodations are expensive.

FACT: For the minority of employees with disabilities who need an accommodation, 56% of these costs less than \$600, and many cost nothing at all. There are many organizations that can help identify, fund and provide accommodations outlined in the WTI Employer Toolkit.

MYTH #5

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 #6

People with disabilities are less productive than those without disabilities.

FACT: Research consistently shows that people with disabilities want to work. Many people with disabilities feel that they need to work harder and perform better to prove themselves in their job role, resulting in productivity levels that are often higher.

MYTH #7

People with disabilities are more likely to leave their job.

FACT: There is much research suggesting that employees with disabilities have a greater tendency to stay with an organization longer.

MYTH #8

Hiring employees with disabilities increases workers compensation insurance rates.

FACT: Insurance rates are based solely on the relative hazards of the operation and the organization's accident experience and individuals with disabilities are not more inclined to accidents.

MYTH #9

People with disabilities are more likely to sue me.

FACT: There is no evidence that people with disabilities are more likely to bring lawsuits than any other group. Follow the law and you will be OK.

MYTH #10

Disabilities are always visible.

FACT: Many people have invisible disabilities such as learning disabilities, various medical conditions, and mental health disabilities. It is always up to the individual to disclose disability, regardless.

TIPS FOR EMPLOYERS*

- ✓ Use **disability inclusion statements** in job advertisements and the career section of your website.
- ✓ Attend disability-focused **job fairs**.
- ✓ Post jobs on disability-oriented **job boards**.
- ✓ Ensure applications are in formats that are **accessible** to all persons with disabilities.
- ✓ Partner with **local** disability employment service providers and workforce development organizations.
- ✓ **Educate** all employees, especially managers, about working with employees with disabilities.

* See our "Talent Pipelines" fact sheet for additional employer tips.

SOURCES & ADDITIONAL INFORMATION

- Disabilities and Inclusion – US Findings, Center for Talent Innovation (2017). https://www.talentinnovation.org/_private/assets/DisabilitiesInclusion_KeyFindings-CTI.pdf
- EmployAbilities (<https://employabilities.ab.ca/myths-facts-about-hiring-people-with-disabilities/>)
- Kessler Foundation National Employment & Disability Survey (2015) https://kesslerfoundation.org/sites/default/files/filepicker/5/KFSurvey2015_ExecutiveSummary.pdf
- National Business & Disability Council at The Viscardi Center (<https://www.viscardicenter.org/nbdc/SHRM> ([shrm.org](https://www.shrm.org)))
- The Business Journals (<https://www.bizjournals.com/bizjournals/how-to/human-resources/2014/11/4-myths-about-hiring-employees-with-disabilities.html>)



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