

Learn How Hiring People with Disabilities Can be Beneficial to Your Business

Why Hire People with Disabilities?



Boost Production During Peak Hours

Many people with disabilities may seek part-time opportunities or want flexibility in the hours they work. For example, a restaurant may see high demand from 11 a.m. to 2 p.m. and require more workers during that period. This can be a perfect fit for people with disabilities who cannot work long hours.

Think Out of the Box to Meet Labor Needs

In some cases, jobs that require performing repetitive tasks or difficult-to-fill positions are the perfect fit for an employee with a disability and could lead to increased production. By thinking about tasks in a new way, many employers have found that employing people with disabilities can meet their needs.

Increase Your Customer Base

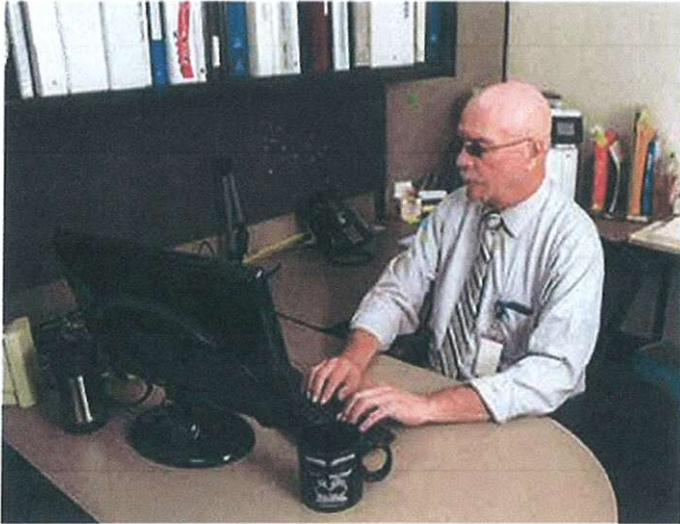
Customers with disabilities and their families, friends and associates represent a trillion dollar market segment that purchases products and services from companies that best meet their needs. Employing people with disabilities is an opportunity to gain a lasting customer base and increase market share.

Foster Innovation and Creativity

Many people with disabilities are highly experienced problem-solvers with a proven ability to adapt. They bring unique experiences to the workplace that

can enhance services, lead to the creation of new products or contribute to more efficient business processes which in turn increase profitability.

Myths and Facts



Myth: Accommodating workers with disabilities costs too much.

Fact: In most cases, an appropriate reasonable accommodation can be made without difficulty and at little or no cost. Studies show that less than 25 percent of disabled persons require an accommodation, and an accommodation typically costs less than \$500 and often nothing at all. There are also tax incentives to help cover accessibility costs.

Myth: My Workers' Compensation insurance rates will go up if I hire someone with a disability.

Fact: Insurance rates are based on your organization's accident record along with the hazards of the occupation in question. It is not based on whether you have workers with disabilities.

Myth: The Americans with Disabilities Act (ADA) requires businesses to hire unqualified people just because they have a disability.

Fact: The ADA does not protect unqualified candidates. To be protected from discrimination, candidates must first meet all requirements for a job and be able to perform the job with or without reasonable accommodations.

Myth: Employees with disabilities are often absent.

Fact: Studies show that employees with disabilities are not absent any more than employees without disabilities.

Myth: A business can never fire an employee with a disability, even just for cause.

Fact: Employers can fire workers with disabilities under one of three conditions:

- Termination is unrelated to the disability.
- The employee does not meet requirements for the job, such as performance or production standards, with or without reasonable accommodation.
- The employee poses a direct threat to health or safety in the workplace.