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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.**

Most 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.

