

# Myths and facts about hiring individuals with disabilities

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*Don't believe everything you hear.*

## **Insurance Rates**

**Myth:** Insurance rates will skyrocket if I hire people with disabilities.

**Fact:** Hiring persons with disabilities does not result in an increase in workers' compensation rates.

Insurance rates are based on the relative hazards of the company's operation and the employer's accident record. An employee's physical condition has no adverse effect. A study of 279 firms, conducted by the U.S. Chamber of Commerce and the National Association of Manufacturers, attests to this fact.

## **Safety**

**Myth:** Persons with disabilities are more prone to additional injuries.

**Fact:** Workers with disabilities' safety records are average or better, on and off the job.

The U.S. Department of Labor, through four national studies, has found that persons with disabilities experience fewer disabling injuries than average employees exposed to the same hazards.

## **Performance**

**Myth:** Workers with disabilities do not perform the job well.

**Fact:** A study of 1,452 workers revealed that 91% of workers with disabilities perform as well or better than non-disabled workers with no special privileges.

Persons with disabilities can accomplish any task for which they have the knowledge and ability, and, when necessary, a reasonable accommodation.

## **Reliability**

**Myth:** Persons with disabilities are not reliable workers.

**Fact:** Persons with disabilities tend to remain on the job and to maintain better levels of attendance.

A U.S. Chamber of Commerce study revealed that workers with disabilities had an 80% lower turnover rate.

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## **U.S. employers desperately seeking reliable staff embrace supported employees.**

In just 10 years, the number of Americans with significant disabilities who have become successfully employed has risen 1200%, as employers discover the advantages of supported employment.

Statistics reported by Virginia Commonwealth University (VCU), 1996