

# Five Myths & the Real Facts for Employers

**NO.1**

## MYTH

“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, not on whether workers have disabilities.

**NO.4**

## 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.

**NO.2**

## MYTH

“Providing accommodations for people with disabilities is expensive.”

## FACT

The majority of workers with disabilities do not need accommodations to perform their jobs, and for those who do, the cost is usually minimal. In fact, 56% of accommodations cost less than \$600, with many costing nothing at all. Employers also report that accommodations paid for employees WITH disabilities typically cost only \$320 more than what they would have paid for an employee WITHOUT a disability who was in the same position<sup>1</sup>. And available tax incentives make it even easier for businesses to cover accessibility costs.

**NO.5**

## 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 or
2. The employee does not meet legitimate requirements for the job, such as performance or production standards, with or without a reasonable accommodation or
3. Because of the employee’s disability, he or she poses a direct threat to health or safety in the workplace.

**NO.3**

## 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.

<sup>1</sup>Job Accommodation Network (JAN), a service of the U.S. Department of Labor’s Office of Disability Employment Policy

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