

# Myths and facts.

# Disability Navigator Services.

**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.

**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 more than employees without disabilities.

**Myth:** *Considerable expense is necessary to accommodate workers with disabilities.*

**Fact:** Most workers with disabilities require no special accommodations and the cost for those who do is minimal or much lower than many employers believe. Studies by the Job Accommodation Network, established by the President's Committee on Employment of People with Disabilities, have shown that 15% of accommodations cost nothing, 51% cost between \$1 and \$500, 12% cost between \$501 and \$1,000, and 22% cost more than \$1,000.

**Myth:** *Employees with disabilities are more likely to have accidents on the job than are employees without disabilities.*

**Fact:** In a study by DuPont, the safety records of both groups were identical.

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# HELPING PEOPLE WITH DISABILITIES

**INFORMATION,  
TRAINING & RESOURCES  
FOR EMPLOYERS**

**Disability Navigator Services**



# Services available to employers.

# Top ten reasons to hire people with disabilities.

# Facts and figures.

## Information

## Individual Consultation

## Resources

## Referrals

## Employee Training

Topics include:

- Disability Awareness
- Americans with Disabilities Act
- Disclosure
- Accommodations
- Employer Incentives
- Qualified Job Applicants

## Disability Navigator Initiative

The Disability Navigator Program is a joint pilot initiative of the Department of Labor and the Social Security Administration.

## At Fees You Can Afford

Our services are provided free of charge.

1. Employees with disabilities can ease concerns about labor supply.
  2. People with disabilities have equal or higher job performance ratings, higher retention rates and lower absenteeism.
  3. Employees with disabilities can relate better to customers with disabilities, who represent \$1 trillion in annual aggregate consumer spending.
  4. Diverse work groups can create better solutions to business challenges.
  5. People with disabilities are better educated than ever, and are proven to have met and/or exceeded challenges.
  6. A person with a disability motivates work groups and increases productivity.
  7. Companies that hire and accommodate people with disabilities in their workplaces can receive tax benefits.
  8. Employing people with disabilities is good for the individual, the business, and society. This is a "win-win-win" strategy.
  9. People with disabilities are motivated by the desire to give something back, and opportunities for personal growth, job flexibility, and social inclusion.
  10. It's ability, not disability, that counts.
- One in five Americans has a disability.
  - People with disabilities are the largest minority group. The only one that any person can join at any time.
  - According to the U.S. Census Bureau, the Rochester MSA includes 625,534 people between the ages of 21 and 64 years. ("Working Age")  
Nearly 10 % of this population has a disability (59,925).  
The disabled population has an employment rate of 31% compared with a 79% employment rate for those without a disability.
  - If you do not have a disability you have about a 20% chance of becoming disabled at some point during your work life.
  - The American workforce is changing with an estimated labor shortage of 10 million workers by the year 2010. People with disabilities represent a significant untapped resource for employers.

*Information and statistics in this brochure obtained from the National Organization on Disability, US Census Bureau, US Chamber of Commerce and the Department of Labor.*