

EMPLOYMENT Myths and Realities

Myth: Persons with disabilities can't keep up with other workers.

Reality: 90 percent of persons with disabilities rated average or better on job performance than their non-disabled colleagues.

Myth: A person with a disability is likely to miss a lot of work.

Reality: 86 percent of people with disabilities rated average or better on attendance than their non-disabled colleagues.

Myth: My staff wouldn't want to work with a person with a disability.

Reality: Persons with disabilities bring diversity to the workplace, which has a distinct and positive effect on staff morale.

Myth: A person with a disability cannot work in a position requiring physical labour.

Reality: Only 10.5 percent of persons with disabilities have mobility related disabilities. **

Myth: Hiring a person with a disability will require changing my workplace.

Reality: The vast majority of persons with disabilities who are currently employed require no special workplace accommodations.

Myth: A person with a disability will have more accidents on the job.

Reality: 98 percent of people with a disability rate average or better in work safety than their non-disabled colleagues.

Myth: Accommodations make it too expensive to hire a person with a disability.

Reality: Accommodations for persons with disabilities are generally very inexpensive and are tax deductible.

Myth: Someone will always have to help them.

Reality: This is not the case with proper training. Individuals with disabilities have adjusted to their disability in most cases. It does not affect their ability to work unaided.

Myth: I can't fire or discipline an employee with a disability.

Reality: While there are laws in place, such as the Human Rights Act and the Charter of Rights and Freedoms that serve to protect the rights of individuals with disabilities by providing equal access in the areas of employment, transportation, public accommodations, public services and telecommunications, there are no special procedures for firing or disciplining employees with disabilities.

Myth: Individuals with disabilities are more sensitive than other people, more courageous, kinder, more creative, more admirable or more conscientious.

Reality: Individuals with disabilities do not possess any special characteristics - they are just like other persons you employ.

** PALS survey, Stats Can, 2001