

Maybe my business should check this out!

Where can I find out more?

### ADA Disability and Business

#### Technical Assistance Centers (DBTACs)

<http://www.adata.org/index.aspx>

### Federal Resources

<http://www.business.gov>

<http://www.disabilityinfo.gov>

<http://www.earnworks.com>

### Hiring

<http://www.cabln.org/resource1.htm>

<http://www.ed.gov/rschstat/research/pubs/vrpractices>

<http://www.hirevetsfirst.gov>

<http://www.ncset.org/youthtowork>

### Productivity Tools

<http://www.jan.wvu.edu>

### Tax Benefits and Credits

<http://www.irs.gov/pub/irs-pdf/p3966.pdf>

### Health Care

[http://www.yourtickettowork.com/program\\_info](http://www.yourtickettowork.com/program_info)

<http://www.ssa.gov>

Ninety-two percent of consumers surveyed  
felt more favorable toward companies  
that hire individuals with disabilities.  
*Journal of Vocational Rehabilitation, January 2006*

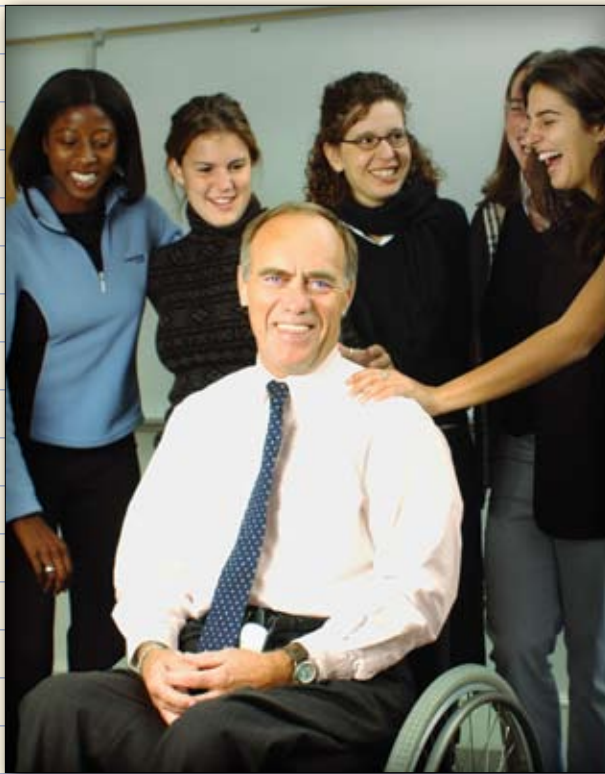


Photo by Paul Wood

*Making accommodations after my injury was simple, and the changes also helped students and visitors to the school.*

— **Rodger Barbee**  
Dean of Students  
National Cathedral School

### Rehabilitation Services Administration

U.S. Department of Education

400 Maryland Ave. S.W.

Washington, DC 20202

202-245-7488

<http://www.ed.gov/about/offices/list/osers/rsa>

For copies of this brochure, visit <http://www.ed.gov/pubs/edpubs.html>  
or call 1-877-4-ED-PUBS. For alternate formats, call 202-260-0852 or  
202-260-0818, or e-mail [katie.mincey@ed.gov](mailto:katie.mincey@ed.gov).

# DISABILITY EMPLOYMENT

# 101

## FOR YOUR BUSINESS

Describes how to:

- ✓ Increase your hiring pool;
- ✓ Keep valuable, trained employees;
- ✓ Earn tax advantages; and
- ✓ Lower (yes, lower!) your health care costs.





Photo by James Collie

*In my parents' generation, an employer would have seen only my disability, not my abilities.*

— **Meg O'Connell**  
Senior Human Resources Specialist  
Booz Allen Hamilton

Studies\* show that companies that employ individuals with disabilities report great results and gain:

- ✓ **Skilled employees.** Employees with disabilities learn to persevere and develop problem solving, planning and people skills as part of managing a disability.
- ✓ **Solid performance.** Statistically, employees with disabilities have better retention rates.
- ✓ **Cost saving.** Workers with disabilities are rated consistently as average or above average in performance, quality and quantity of work, flexibility and attendance.

## DISABILITY EMPLOYMENT: MYTHS AND TRUTHS

### MYTH 1

**Accommodations will be difficult and costly.**

### TRUTH 1

✓ The average cost of workplace accommodations in 2006 is \$600 or less. The vast majority of workers with disabilities do not require accommodations. (Job Accommodation Network [JAN], 2006)

### MYTH 2

**People with disabilities will sue.**

### TRUTH 2

- ✓ Studies show that disability claims are rare. For example, ninety-one percent of employers had no ADA complaints filed in the previous 12 months. (Society of Human Resource Management [SHRM], April 2003)
- ✓ People with disabilities want jobs, not lawsuits, and they are no more of a "legal liability" than other employees. (Equal Employment Opportunity Commission [EEOC], 2006)

### MYTH 3

**Employees with disabilities will use more sick leave and health care.**

### TRUTH 3

- ✓ Employees with disabilities have been shown to have the same absentee and sick rates as nondisabled employees.
- ✓ Large companies do not experience increased insurance premiums when they hire employees with disabilities. Because of recent Medicare changes and Medicaid buy-in programs, many people with disabilities carry their own primary insurance, thereby *reducing* their employer's costs. (Social Security Administration [SSA], 2006)
- ✓ Companies that institute Return-to-Work programs for employees who become disabled can actually *reduce* insurance costs.



Photo by Geoffrey Rhodes

\* U.S. Department of Education, Office of Special Education and Rehabilitative Services. 2006. *Disability Employment 101*. Washington, DC: Author. Available at <http://www.ed.gov/about/offices/list/osers/products/employmentguide> (accessed July 25, 2006).