

# DEMYSTIFYING DISABILITY EMPLOYMENT

## **ACCOMMODATIONS ARE EXPENSIVE TO PROVIDE:**

Though many believe that accommodations would be expensive to provide an employee, most cost \$0-\$500. In addition, less than 25% of employees with disabilities request accommodations.

## **EMPLOYEES WITH DISABILITIES INCREASE WORKERS COMPENSATION RATES:**

Insurance rates are based on the hazards of the work and the number of accidents on the job. Whether or not a person with a disability is performing a task is irrelevant to insurance rates.

## **PEOPLE WITH DISABILITIES CAN ONLY DO REPETITIVE WORK:**

Due to underrepresentation a common misconception is there are specific types of work suited for people with disabilities. On the contrary, these folks have a variety of skills to offer which differ from individual to individual like everyone else.

## **DISCLOSURE IS THE RESPONSIBILITY OF THE EMPLOYER:**

Frequently employers inquire about the best way to determine what accommodations if any an employee may need. It is actually the responsibility and right of the individual to choose whether or not to disclose they have a disability.

## **PEOPLE WITH DISABILITIES EXPERIENCE HIGH ABSENTEEISM:**

Data supports that employees with disabilities are not absent from their positions and more than employees without disabilities.

## **PEOPLE WITH DISABILITIES NEED TO BE PROTECTED FROM DISAPPOINTMENT:**

It is critical to everyone's professional development that they experience the full range of human experiences including success and failure.

## **PEOPLE WITH DISABILITIES UNDERPERFORM OR HAVE LOW PRODUCTIVITY:**

Data supports that people with disabilities are capable of being as productive as their colleagues without disabilities. Consequently, people with disabilities are scrutinized far more than their counterparts.

## CONNECT WITH US

For more information about , please contact  
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# Lifeworks

A nonprofit serving  
people with disabilities



## **MYTHS AND MISCONCEPTIONS**

**There are many myths and misconceptions surrounding disability employment. How many of the following myths were something you believed to be true?**

## **ABOUT LIFEWORKS**

Lifeworks is a nonprofit organization founded in 1965 by parents of children with disabilities. Through Fiscal Support, Employment, and Day Services - as well as through partnerships with 400 businesses - Lifeworks provides support more than 2,700 individuals with disabilities and their families throughout the Twin Cities and greater Mankato area.