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

Health Care
http://www.yourtickettowork.com/program_info
http://www.ssa.gov

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

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

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.

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

Also describes how to:

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

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### 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.

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