5 COMMON EMPLOYMENT MISPERCEPTIONS

Misperception 1
Persons with disabilities are unable to meet performance standards.

The reality is that studies show employees with disabilities rate average or better than average in job performance compared to employees without disabilities.

Misperception 2
Employees with disabilities have a higher absentee rate than employees without disabilities.

The reality is that studies show that employees with disabilities are not absent any more than employees without disabilities.

For More Information on DVR Services Contact Your Regional DVR Office

Misperception 3
Reasonable accommodations made for employees with disabilities are often expensive and cost-prohibitive.

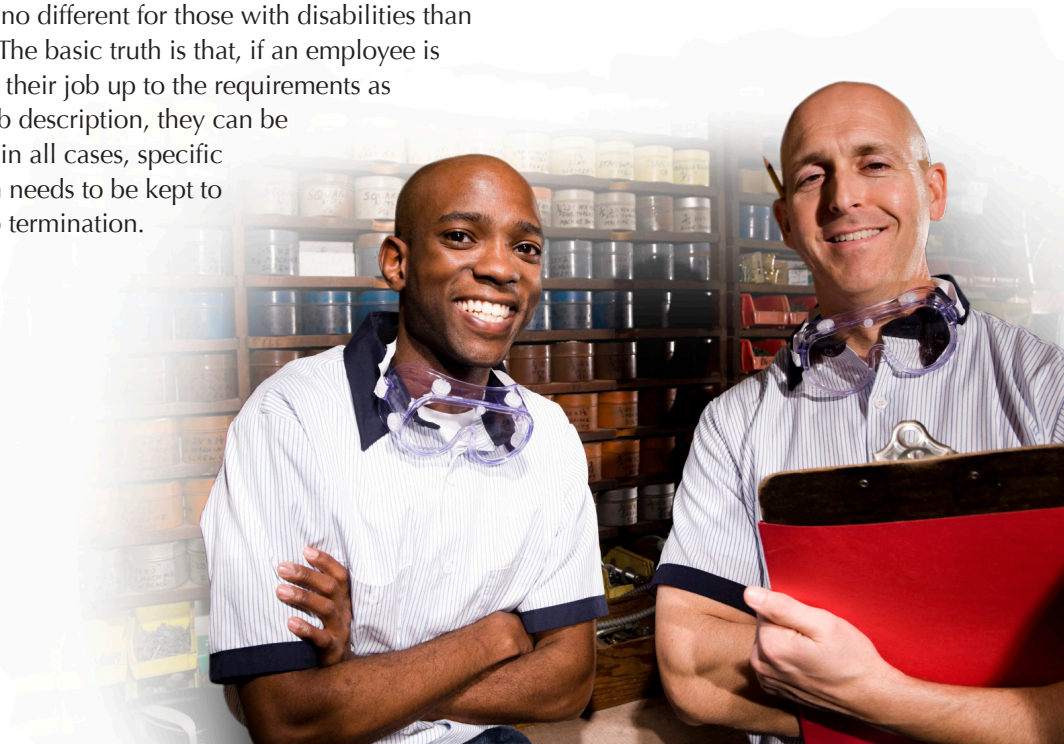
The reality is the average cost of a reasonable accommodation for an employee with a disability is below $500.

Misperception 4
Workers Compensation rates increase when hiring employees with disabilities.

The reality is that Workers Compensation rates are based solely on the relative hazards of the operation and the organization's accident experience, not on whether workers have disabilities.

Misperception 5
It is more difficult to terminate an employee with a disability than an employee without a disability.

The reality is that labor laws governing the firing of employees are no different for those with disabilities than those without. The basic truth is that, if an employee is not performing their job up to the requirements as stated in the job description, they can be terminated. As in all cases, specific documentation needs to be kept to support the job termination.



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THE NATIONAL EMPLOYMENT TEAM