Are employees with disabilities as productive as employees without disabilities?

Yes. A DuPont study of 811 employees revealed that workers with disabilities rated an average of 90 percent or better in job performance. Workers with disabilities represent a diverse labor pool with a wide range of backgrounds and experience, capable of meeting required performance standards.

Are employees with disabilities absent from work more often?

No. A 2007 DePaul University Economic Impact Study of 25 businesses from the healthcare, retail, and hospitality sectors and 314 employees, concluded that workers with disabilities had fewer scheduled absences than employees without disabilities and nearly identical job performance ratings. In addition, workers with disabilities tend to remain with their employer for longer tenures, reducing turnover.

EARN

Employer Assistance and Resource Network

www.AskEARN.org

1-855-AskEARN

(855-275-3276, Voice/TTY)

Confidential, no-cost consultation, customized training and resources to support the employment and inclusion of workers with disabilities.

The National Technical Assistance, Policy, and Research Center for Employers on Employment of People with Disabilities is funded by a cooperative agreement from the U.S. Department of Labor, Office of Disability Employment Policy to Cornell University.

EARN HAS THE ANSWERS!

Employing people with disabilities

Frequently Asked Questions

Ask the Employer Assistance and Resource Network (EARN) how to make your workforce diverse and inclusive for existing and future empoyees and for customers with disabilities

Are accommodations expensive?

No. According to the Job Accommodation Network (JAN), almost half of the accommodations needed by employees with disabilities cost nothing, and others typically cost less than $600. By utilizing resources from JAN, employers can accommodate employees with disabilities easily and cost effectively. To obtain technical assistance in planning and implementing an accommodation, contact JAN at 800-526-7234 V/TTY or visit www.askJAN.org

Is supervision of employees with disabilities different than employees without disabilities?

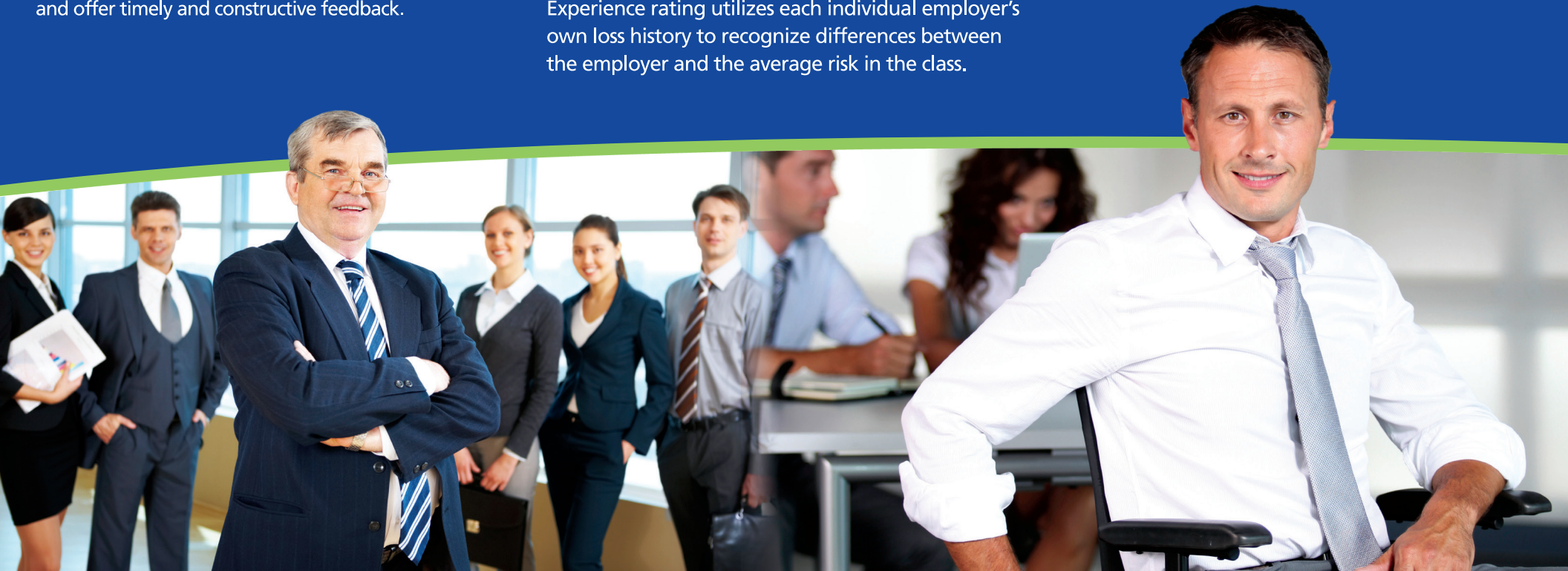
No. Managing employees with disabilities is really no different than managing any other employee. Use the same practices that are successful in ensuring productivity and employee engagement with all your workers: explain performance, productivity and attendance standards, provide appropriate training and support, and offer timely and constructive feedback.

How should I handle an employee's return to work?

Managing employees returning to work after the onset of a disability can be accomplished through disability and absence management programs. Effective return to work strategies include offering the opportunity to work part-time, telecommuting, modifying work duties, modifying schedules, and implementing reasonable accommodations to provide employees with the tools and resources necessary to perform their jobs. These strategies provide a proactive approach to assist workers returning to work, increase productivity and morale, and reduce costs.

Will having employees with disabilities increase my workers' compensation costs?

No. The classification system of workers' compensation is based on actual losses and the type of business rather than individual employees. Experience rating utilizes each individual employer's own loss history to recognize differences between the employer and the average risk in the class.

Will having employees with disabilities increase my organization's health care costs?

Probably not. Group health insurance premiums are based on the risks the group presents, not on individuals. According to a 2008 Employer Perspectives study, most large and medium-sized companies report no significant increase in health insurance costs, which are based on experience ratings. Employers also report that any additional costs are often outweighed by the value that workers with disabilities bring to the workplace. For more on the benefits of hiring workers with disabilities, see the Business Case available at www.AskEARN.org/businesscase.