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.hireveteransfirst.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.ssa.gov

Ninety-two percent of consumers surveyed felt more favorable toward companies that hire individuals with disabilities.

Journal of Vocational Rehabilitation, January 2006

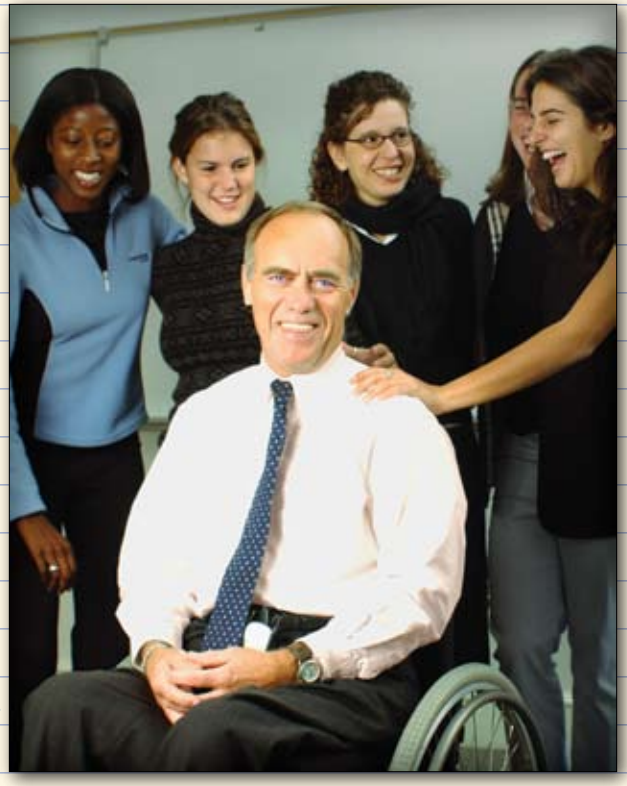

Photo by Paul Wood

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.

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.

DEPARTMENT OF EDUCATION · UNITED STATES OF AMERICA

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	TRUTH
Accommodations will be difficult and costly.	✔ 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)
People with disabilities will sue.	✔ 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)
Employees with disabilities will use more sick leave and health care.	✔ 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.

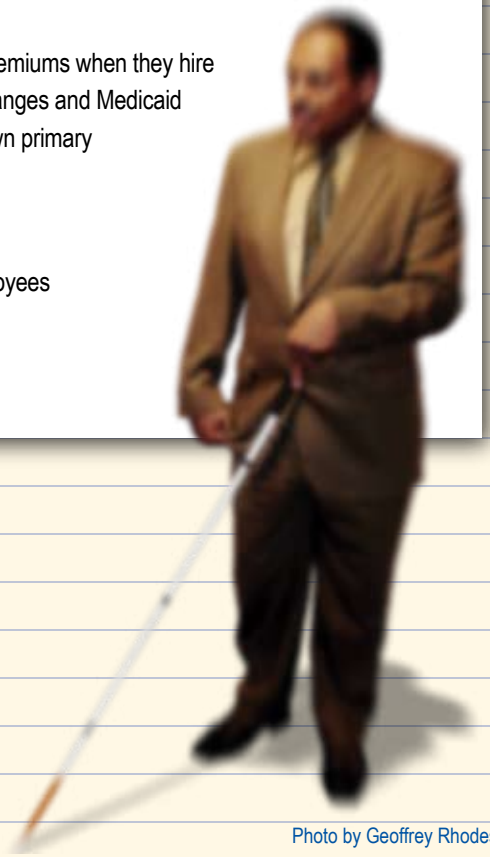

Photo by Geoffrey Rhodes

* 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).