

5 COMMON EMPLOYMENT MISPERCEPTIONS

Myth-busting Misperceptions of a Diverse Workforce

The booklet cover features a large number '5' and the title 'COMMON EMPLOYMENT MISPERCEPTIONS'. It includes five sections with headings and brief descriptions:

- 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.
- 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 \$100.
- 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.

Logos for the Division of Vocational Rehabilitation, State of North Dakota, and the Department of Health Services are also present.

5 COMMON EMPLOYMENT MISPERCEPTIONS

This presentation is based on two DuPont employee surveys and is promoted by the US DOL



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Misperception 1

Persons with disabilities are unable to meet performance standards.



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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.



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5 COMMON EMPLOYMENT MISPERCEPTIONS

Misperception 1

Persons with disabilities are unable to meet performance standards.



In 1981, DuPont surveyed

- 2,745 employees with disabilities, 92% rated average or better in job performance**
- employees without disabilities rated 90%**



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5 COMMON EMPLOYMENT MISPERCEPTIONS

Misperception 1

Persons with disabilities are unable to meet performance standards.

In 1990, DuPont surveyed

- **811 employees with disabilities, 90% rated average or better in job performance**
- **employees without disabilities rated 95%**



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Misperception 2

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



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Misperception 2

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

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



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Misperception 3

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



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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.



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Misperception 3

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



Accommodation costs:

- 15% - \$0
- 51%- \$1 to \$500
- 12%- \$501 to \$1,000,
- 22%- \$1,000 and higher



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Misperception 4

Workers Compensation rates increase when hiring employees with disabilities.

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5 COMMON EMPLOYMENT MISPERCEPTIONS

Misperception 4

Workers Compensation rates increase when hiring employees with disabilities.

The reality is workers compensation rates are based solely on the relative hazards of the operation and the organization's accident experience.



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5 COMMON EMPLOYMENT MISPERCEPTIONS

5

Misperception 5

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



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5 COMMON EMPLOYMENT MISPERCEPTIONS

Misperception 5

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

The reality is labor laws governing the firing of employees are no different for those with disabilities than those without



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Misperception 5



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

Any employee not performing their job up to the requirements as stated in the job description can be terminated.



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A few more...



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Employees with disabilities are more likely to have accidents on the job than employees without disabilities.



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Employees with disabilities are more likely to have accidents on the job than employees without disabilities.

The reality is the safety records of both groups were identical.



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Misperception

Persons with disabilities have problems getting to work.

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Misperception

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Persons with disabilities have problems getting to work.

The reality is persons with disabilities use both private and public means to get to work. Their modes of transportation to work are as varied as those of other employees.



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Misperception

Persons who are deaf make ideal employees in noisy work environments.

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Misperception

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Persons who are deaf make ideal employees in noisy work environments.

The reality is persons who are deaf should be hired for all jobs that they have the skills and talents to perform. No person with a disability should be prejudged regarding employment opportunities.



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Misperception

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Persons with disabilities are inspirational, courageous, and brave for being able to overcome their disability.



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Persons with disabilities are inspirational, courageous, and brave for being able to overcome their disability.

The reality is persons with disabilities are simply carrying on normal activities of living.



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Misperception

Persons with disabilities need to be protected from failing.

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Misperception

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Persons with disabilities need to be protected from failing.

The reality is persons with disabilities have a right to participate in the full range of human experiences including success and failure. ...



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Misperception

There is no program that can help employees and employers deal with these misperceptions.

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Yes There Is

North Dakota Division of Vocational Rehabilitation



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So why
partner with
DVR?

FYI

A competitive advantage.

!

Every business is seeking one. It often comes as the result of you taking advantage of real opportunities to maximize your business success.

DVR presents you with options to find and keep qualified employees, uses financial incentives to build your team, ensures access, and engages in training that enhances workforce diversity.



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So why partner
with DVR?



The better
question is
**“Why aren’t
you?”**



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FYI

\$

FINAL THOUGHT
**The aggregate income of
people with disabilities tops
\$1 trillion.**

**This includes \$220 billion
in discretionary income**



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Your turn.

Q & A



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