

Myths about Employing People with Disabilities

Myth: *Employees with disabilities won't do as good a job as other employees.*

Reality:

- 90% of people with disabilities rate average or better on job performance compared to their colleagues without disabilities – and about 50% have post-secondary education.
- In fact, 75% of Ontario small- and medium-sized enterprises that employ people with disabilities report that they meet or exceed expectations.

Source: Partnership Council on Employment Opportunities for People with Disabilities

Myth: *People with disabilities represent a niche market companies can afford to ignore.*

Reality

- Together with their families and loved ones, people with disabilities represent more than half our population with a buying power that tops \$40 billion in Canada and \$1 trillion globally. Companies that employ people with disabilities can better serve this growing market.

Source: "Don't Lower the Bar," Rotary at Work whitepaper by Mark Wafer

Myth: *Someone with a disability won't be reliable and will miss a lot of work.*

Reality

- 86% of people with disabilities rate average or better on attendance than their colleagues without disabilities.

Myth: Employees with disabilities are more likely to get injured on the job.

Reality

- 98% of people with a disability rate average or better in work safety than their colleagues without disabilities.

Myth: There will be a lot of turnover among employees with disabilities.

Reality

- Job turnover among people with disabilities is estimated to be 20% of the rate of other employees
- Statistics Canada research indicates that, in organizations with accessible employment practices, employee retention was 72% higher among people with disabilities.

Source: Partnership Council on Employment Opportunities for People with Disabilities