

Challenging Perceptions

Take note of the myths and misconceptions surrounding employing people with disabilities – and help us spread awareness about the value of building a diverse workforce.

Accommodations are expensive to provide.

59% of employees with disabilities do not require accommodations; and most accommodations cost \$0 - \$500.

Source: *Job Accommodation Network*

Employing people with disabilities increases workers' compensation rates.

Insurance rates are based on the hazards of the work and the number of accidents that happen on the job. Whether a not a person with a disability performs a task is irrelevant to workers' compensation rates.

Disclosure is the responsibility of the employer.

It is the right and the responsibility of the employee to disclose that they have a disability.

People with Disabilities...

Are often given preferential treatment at work.

People with disabilities are scrutinized far more than their colleagues without disabilities.

Are more likely to be absent from work.

Many studies show that people with disabilities are no more absent from work than their colleagues without disabilities.

Can only do repetitive work.

Just like everyone else – people with disabilities have a variety of skills, talents, and perspectives to offer.

Need to be protected from disappointment.

Experiencing the full range of human experiences – from success to failure – are a critical part of everyone's professional development.

Underperform or have a low productivity.

Data supports that people with disabilities are capable of being as productive as their colleagues without disabilities. Source: *i4cp*

**Improve
your workplace.
Enhance
our communities.**

Work/Life™

- Rent the exhibit at your organization
- Sponsor the exhibit to appear in a public space

Invest in Disability Inclusion

- Organization-wide trainings
- One-on-one consultation
- Accessibility evaluation and recommendations

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Since 1965, Lifeworks Services Inc. has been a champion for inclusion. Lifeworks was founded by families who recognized the importance of advocacy and removing barriers for people with disabilities to be part of the community. As an industry leader, Lifeworks continues our commitment to self-determined support, careers with competitive wages, and developing innovative opportunities that enhance everyday lives.