



ROI of DisAbility

The ROI of Putting Abilities to Work by Separating Fact from Fiction

DisAbility Matters to Your Business

FICTION: Individuals with disabilities (IWD) do not have the knowledge, skills, or abilities for the positions in our company.

FACT: There are 2.3 million working age adults with disabilities who have a Bachelor's Degree, 2.2 million more are enrolled in college, and many others have vocational training and relevant prior work experience. (American Community Survey) IWD rate an average of 90% or better for job performance.

FICTION: Individuals with disabilities have a higher absentee rate than employees without disabilities.

FACT: Individuals with disabilities have lower rates of absenteeism and less turnover. Better attendance records and longer tenures directly correlate to increased productivity and revenue. (Corporate Practices Study, Rutgers University, 2008)

FICTION: Hiring individuals with disabilities will increase my business's health care costs.

FACT: Most medium and large-sized businesses report no significant increase in costs with the addition of IWD to their workforce. (Employer Perspectives Study, 2008)

FICTION: Hiring individuals with disabilities will increase workers' compensation rates.

FACT: Workers' compensation rates are based solely on the type of business operations and loss history, and NOT on the demographics of employees.

FICTION: Accommodations are expensive.

FACT: Employers accommodate workers —with and without disabilities —every day. Approximately 46% of accommodations for individuals with disabilities cost absolutely nothing, and 45% have a one-time cost, typically around \$500. (Accommodations result in multiple benefits including retention of qualified employees, increase in worker productivity, and the elimination of training costs for new employees.)

FICTION: The Americans with Disabilities Act (ADA) and the American with Disabilities Act Amendments Act (ADAAA) are complicated and overwhelming, and makes companies more vulnerable to lawsuits.

FACT: The ADA and ADAAA do not interfere with your right to hire the best qualified applicant. The ADA and ADAAA do not impose any affirmative action obligations; the ADA simply prohibits employment discrimination. Most ADA employment disputes are resolved through informal negotiation or mediation.

FICTION: Disability diversity does not affect my business.

FACT: Increasingly, Environmental, Social and (corporate) Governance (ESG) policies and procedures of a business are scrutinized by investors as well as consumers. Disability diversity increases equity and ROI through good ESG..