



Kit 2: Employment Myths

Employment Myths

Disability in the workplace can be a hard topic to talk about. The word disability carries a lot of stigma with it. The thought of hiring a person with a disability may scare many business owners - but the reality is, you probably already have employees with disabilities or have a disability yourself! There are many myths around employment and disability that we need to dispel.

Myth 1: All people with disabilities are the same.

When we think of a person with a disability, we often think of a wheelchair user or someone accompanied by a guide dog. However, disability covers many areas of human difference. Wearing glasses to read or a cane to walk are accommodations we see everyday that we may not think of being part of a disability. However, most forms of disability cannot be seen as 70% of all disabilities are invisible, meaning you couldn't tell a person has a disability just by looking at them!

The Accessibility for Ontarians with Disabilities Act, 2005 (AODA) uses the same [definition of "disability"](#) as the Ontario Human Rights Code, which includes both visible and non-visible disabilities. This includes vision disabilities such as low or no sight, deafness or being hard of hearing, intellectual or developmental, learning, and mental health disabilities. Disability is a broad term!

Myth 2: Employing people with disabilities will cost more and use up more time

80% of accommodations in the workplace cost under \$500. Employee engagement is often greater for employees with disabilities, with turnover that is 5x less than their non-disabled counterparts. Accommodations help employees, with or without disabilities, to do their job better, be engaged and feel a valued part of the organization. This saves the organization money and time in the long run!

There are many supports available to organizations looking to increase accessibility such as [Stop the Gap](#), the [Enabling Accessibility Fund](#), the [Opportunities Fund for Persons with Disabilities](#), and [Workplace Accessibility](#).

Article Resources

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