



Myths and Facts

“It will cost too much to provide the necessary accommodations.”

**Myth
#1**

Fact: According to the Job Accommodation Network, 57% of employers in a recent study reported that the accommodations needed by disabled employees cost absolutely nothing. They go on to report, “Of those accommodations that did have a cost, the typical one-time expenditure by employers was \$500.”

**Myth
#2**

“People with disabilities will get injured more often and/or will cause safety concerns in the workplace.”

Fact: A DuPont Study conducted in 1990 (“Equal to the Task II”), found that 97% of employees with disabilities were rated as average or above average for safety when compared to employees without disabilities.

“People with disabilities will be absent too often.”

**Myth
#3**

Fact: According to the same DuPont study, 86% of employees with disabilities were rated as average or above average for their attendance. This means that employers who hire employees with disabilities are statistically likely to find a dependable and reliable employee.

**Myth
#4**

“My company will have to spend too many hours training the individual for the demands of the job.”

Fact: Individuals with intellectual and developmental disabilities have a valuable tool at their disposal: Career Consultants paid for by the Colorado Division of Rehabilitation Services or Medicaid Waivers. Sometimes referred to as Job Coaches, a Career Consultant will create or suggest accommodations to help the employee with a disability perform essential duties. The supports offered by a Career Consultant are reduced over time to promote independence, but can be reinstated if job duties or responsibilities change.