



# Discover the Benefits of Diversity

As an employer, it's important to stay open-minded before falling subject to common myths surrounding disability employment. We're here to help debunk those myths and show you why hiring individuals with disabilities can bring great value and diversity to your business.

## Employer Mythbusters

Look to the facts — not the myths — when it comes to hiring individuals with disabilities. Tapping into this ready and capable workforce is simple, and it makes sense for business.

1

### MYTH

You cannot discipline or fire an employee with a disability. If you do, they'll sue.

### FACT

**The ADA's goal is equal treatment, not special treatment.** The ADA does not prevent you from disciplining or firing a person with a disability. You can do so as you would an employee without a disability.

2

### MYTH

Hiring people with disabilities is extremely costly.

### FACT

The majority of people with disabilities do not require accommodations, and **over half (58%) of accommodations cost nothing.** For accommodations that do require a cost, the average amount is \$500.

3

### MYTH

Employers have to hire the candidate with a disability even if another candidate is more qualified.

### FACT

If a candidate has more experience and seems better suited for the job, then a business may hire that person over the candidate with a disability. People with disabilities must seek education, build their resumes, and work hard like everyone else.

4

### MYTH

People with disabilities need constant assistance, which will slow productivity.

### FACT

Many people with disabilities have been disabled since birth so they have spent their own life navigating and accommodating their disability. Because of this, they can be very innovative, natural problem-solvers.

Resources for this information include the following sources, linked below:

[The Jan Accommodation Network](#), [Telecom Toolbox](#), and [Lever](#).

For more information visit [HireMeSC.org/Employers](https://HireMeSC.org/Employers) or contact us via email: [hiremesc@able-sc.org](mailto:hiremesc@able-sc.org)

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