



Recruiting Candidates with Paralysis

What is Paralysis? Paralysis is the loss of muscle function in part of the body. Paralysis can be complete or partial. It can occur on one or both sides of your body. It can also occur in just one area, or it can be widespread.

Examples of Paralysis:

- Spinal Cord Injury
- Traumatic Brain Injury
- Stroke
- Cerebral Palsy
- Multiple Sclerosis
- Amyotrophic Lateral Sclerosis (ALS)

More examples here: [Reeve Foundation](#)



Statistics about Paralysis and Employment

- Many people live with paralysis! There are nearly 1 in 50 people living with paralysis – approximately 5.4 million people. That's the same number of people as the combined populations of Los Angeles, Philadelphia, and Washington D.C. (1)
- However, people with paralysis are not employed as often as their nondisabled peers. Only 15.5% of individuals living with paralysis are employed versus 63.1% not living with a disability(2)

Why should you hire people with paralysis?

- **Good for business:** Companies that employ workers with disabilities, such as paralysis, have 28% higher revenues and 30% higher profit margins.(4)
- **Strengthen your company's perception:** 92% of the American public view companies that hire people with disabilities more favorably. (4)
- **Engage a ready and capable pool of candidates:** Employers consistently rate employees with disabilities as average or above average in performance, quality and quantity of work, flexibility to demands, attendance, and safety. (5)

Common Myths about Hiring People with Paralysis

MYTH: People with paralysis can't do the job

FACT: People with disabilities, including paralysis, are just as capable of employment as their non-disabled peers. They may require accommodations to perform some job functions, but these accommodations will have very little effect on your company's bottom line.

MYTH: Workman's Compensation Insurance premiums will increase if I hire someone with paralysis

FACT: Insurance rates are based solely on the relative hazards of the operation and the organization's accident experience, not on whether employees have disabilities.



MYTH: People with disabilities have problems getting to work.

FACT: People with disabilities can supply their own transportation by choosing to walk, use a carpool, drive, take public transportation, or rideshare. Their modes of transportation to work are as varied as those of other employees.

MYTH: Accommodations for people with paralysis are too costly

FACT: 56% of reasonable accommodations cost nothing to implement, while the rest of the accommodations made had a typical cost of only \$500. (3) According to a Job Accommodation Network (JAN) survey: Employers reported providing accommodations that resulted in such benefits as:

- retaining valuable employees
- improving productivity and morale
- reducing workers' compensation and training costs
- improving company diversity.

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

- (1) [Christopher & Dana Reeve Foundation](#)
- (2) [United States Department of Labor](#)
- (3) [The Jon Accommodation Network](#)
- (4) [Cornell](#) (5) [VCU RRTC](#)

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