

# #AbleTo

## bust myths & find talent

63%

Sixty-three percent of Ottawa's businesses say that acquiring and retaining talent is a pressing issue.

At the same time, many of these businesses overlook job applicants with visible and non-visible disabilities because of common myths. Here are the facts.

### Myth

Employees with disabilities are less productive than those without a disability.

Fact

Research shows no difference in job performance between employees with disabilities and those without disabilities.

### Myth

Employees with disabilities are harder to dismiss for underperformance than those without disabilities.

Fact

Employees with disabilities fall under the same legislation and provisions as employees without disabilities and are no more difficult to dismiss.

### Myth

Candidates with disabilities don't have the skills, training or education required for many jobs.

Fact

56%

Over fifty-six percent of adults with a disability have completed post-secondary educational programs.

### Myth

Employees with disabilities will be a burden to their coworkers.

Fact

Research shows that inclusive workplaces are better places to work for everyone and are more profitable over the long term.

### Myth

Accommodating employees with disabilities is expensive.

Fact

63%

Sixty-three percent of employees with disabilities do not require accommodation. The average cost for those who require accommodation is \$500.

### Myth

Workers' compensation rates will increase if employers hire more persons with disabilities.

Fact

Organizations' insurance rates are based exclusively on the comparative risks associated with their accident histories, as opposed to whether or not some of their employees have a disability.

### Myth

Employees with disabilities have a high absentee rate.

Fact

Employees with disabilities do not miss any more work than their colleagues without disabilities and tend to have better attendance records than their non-disabled co-workers.