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**
  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**
  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.