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# HIRING AND DISABILITY

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Prepared in partnership with the  
Loudoun County Disability Services Board

# What do you think?



The most common type of disability among all ages groups is:\*

- A. Arthritis
- B. Cancer
- C. Seizure disorder
- D. Asperger syndrome/autism

\*Centers for Disease Control and Prevention. Prevalence of doctor-diagnosed arthritis and arthritis-attributable activity limitation—United States, 2003–2005. MMWR 2006;55:1089–1092. Available from: <http://www.cdc.gov/mmwr/preview/mmwrhtml/mm5540a2.htm>. Information from NorthEast ADA Center Cornell University ADA Modular Curriculum.

# What do you think?



Overall, what percentage of adults in America are diagnosed with one or more chronic illness disabilities?\*

- A. 10%
- B. 20%
- C. 35%
- D. 50%

\*US Centers for Disease Control. Accessed at <http://www.cdc.gov/chronicdisease/overview/index.htm>.  
Information from NorthEast ADA Center Cornell University ADA Modular Curriculum

# What is a “Disability”?

1. An individual who has a physical or mental impairment that substantially limits one or more major life activities
2. An individual who has a record of such an impairment
3. An individual who is regarded as having such an impairment

# It's about talent!

## People with disabilities...



Have educational levels similar to others (National Organization On Disability/Kessler, 2010)\*

Can be and are held to the same performance standards as any other employee (Office of Employment & Disability Policy)\*\*

\* <http://www.2010disabilitysurveys.org/pdfs/surveyresults.pdf>

\*\* <https://disability.workforce3one.org/view/4011117431659720103/info>



**What is the face of talent?**



**What is the face of talent?**

# Myths and Realities Regarding People with Disabilities

- People with disabilities are not qualified or productive
- A worker with a disability cannot be terminated
- Hiring a person with a disability is expensive
- Risk of profitability
- It won't happen to me





# The Human Experience of Disability

## ***We are not...***

- ▶ Tragic or pitiful
- ▶ Helpless
- ▶ Angry or vengeful
- ▶ Stoic or brave
- ▶ Trying to be inspirational
- ▶ All alike

## ***We are individuals who...***

- ▶ Do things a little differently
- ▶ May see our disability as a part of our self-identity
- ▶ Have the same needs, desires, and talents as others and deserve the same access to opportunities

## Quick glimpse: The ADA & hiring



- All parts of hiring process must be made accessible
- Accommodations must be provided to participate in hiring process
- No disability inquiries during hiring (though applicant may choose to disclose/discuss a disability)
- Applicants can be asked to show how they would perform an essential job function (but they can use an accommodation to do this if needed)
- Applicants can be asked to explain gaps in work history

# Resources – Continue the Journey

Mid-Atlantic ADA Center  
[www.ADAinfo.org](http://www.ADAinfo.org)

Equal Employment Opportunity Commission  
[www.eeoc.gov/laws/types/disability.cfm](http://www.eeoc.gov/laws/types/disability.cfm)

US Department of Labor Office of Disability Employment Policy (ODEP)  
[www.dol.gov/odep](http://www.dol.gov/odep)

ODEP –Building an Inclusive Workforce  
<http://www.dol.gov/odep/pubs/20100727.pdf>

Job Accommodation Network  
[www.askjan.org](http://www.askjan.org)

EEOC Guidance for Reasonable Accommodations  
[www.eeoc.gov/policy/docs/accommodation.html](http://www.eeoc.gov/policy/docs/accommodation.html)

Equal Employment Opportunity Commission (EEOC) materials on ADAAA  
[www.eeoc.gov/laws/statutes/adaaa\\_info.cfm](http://www.eeoc.gov/laws/statutes/adaaa_info.cfm)

NCWD: Financial Incentives for Hiring People with Disabilities  
[www.onestops.info/article.php?article\\_id=55](http://www.onestops.info/article.php?article_id=55)

ODEP: Financial Education, Asset Development & Work/Tax Incentives  
[www.dol.gov/odep/topics/FinancialEducationAssetDevelopment.htm](http://www.dol.gov/odep/topics/FinancialEducationAssetDevelopment.htm)

Dept. of Justice Tax Incentives Brief  
<http://www.ada.gov/taxincent.htm>

The Campaign for Disability Employment  
<https://whatcanyoudocampaign.org/>

# General Considerations

- Relax — Do not be afraid to make a mistake.
- Treat adults as adults; they are people first.
- Do not make assumptions about what they can and can't do.
- Do not assume they experience their disability the same way you do or would.
- Offer assistance, and if accepted, follow the lead of the individual.
- Address the individual, not their companion or interpreter.
- Do not distract service animals.



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# Thank you!

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