MYTH: Providing accommodations for people with disabilities is expensive.

FACT: According to the Job Accommodation Network (JAN), a service of the U.S. Department of Labor’s Office of Disability Employment Policy, for a small number of workers with disabilities who do need some sort of special equipment or accommodation, 56% of these cost less than $600, with many costing nothing at all.

MYTH: The ADA (Americans with Disabilities Act) forces employers to hire unqualified individuals with disabilities.

FACT: Unqualified candidates are not protected under the ADA. To be protected from discrimination in hiring, an individual must first meet all requirements for a job and be able to perform its essential functions with or without reasonable accommodations.

MYTH: Employees with disabilities have a higher absentee rate than employees without disabilities.

FACT: Studies by firms such as DuPont show that employees with disabilities are not absent any more than employees without disabilities.

MYTH: Under the ADA, an employer cannot fire an employee who has a disability.
FACT:
Employers can fire workers with disabilities under three conditions:

- The termination is unrelated to the disability or
- The employee does not meet legitimate requirements for the job, such as performance or production standards, with or without a reasonable accommodation or
- Because of the employee’s disability, he or she poses a direct threat to health or safety in the workplace.

(Source: U.S. Department of Labor, Office of Disability Employment Policy)