



Myths about employing people with disabilities

A recent study by our colleagues Silvia Bonaccio and associates uses an evidence-based approach to challenge 11 concerns about employing disabled people at 4 stages in the employment cycle : recruitment, hiring, workplace integration, and performance management. They *effectively dispel* such detrimental myths as the following:

- That people with disabilities don't want to work;
- That a disabled employee wouldn't fit in with their workforce;
- That disabled employees would be less productive, more inclined to be absent, or more likely to leave the job.

Their analysis concludes that this underutilized talent pool could represent a significant return on investment for employers who engage in inclusive organizational practices.

[The Participation of People with Disabilities in the Workplace Across the Employment Cycle: Employer Concerns and Research Evidence](#)

