

Common Myths about people with Disabilities and the Reality

Myth	Reality
<p>People with disabilities are inferior to "normal" people and their lives are very different.</p>	<p>What is "normal"? We all have different abilities, talents, interests and personalities — you name it!</p> <p>People with disabilities go to school, get married, work, have families, play, do laundry, go shopping, eat out, travel, volunteer, vote, pay taxes, laugh, cry, plan and dream — just like everyone else. People with disabilities are us!</p>
<p>We need to feel sorry for people with disabilities.</p>	<p>That's patronizing. People with disabilities don't need pity. They need access to opportunities.</p>
<p>People with disabilities are brave and courageous.</p>	<p>Adjusting to a disability requires adapting to a lifestyle, not bravery and courage.</p>
<p>It's not a good idea to hire people with disabilities. They have a higher turnover rate and they take sick days more often.</p>	<p>Many studies show that employees with disabilities are often more productive, dependable and loyal than their co-workers without disabilities and that staff retention is 72% higher among persons with disabilities. That adds up to savings of millions of dollars every year in hiring and training costs.</p> <p>The experiences of large corporations such as DuPont and the Royal Bank of Canada show that when business hires people with disabilities:</p> <ul style="list-style-type: none"> • The pool of potential employees becomes larger • Staff retention rates increase • Absenteeism decreases.

<p>You have to be careful when you're talking to a person with a disability, because they are easily offended if you use the wrong word.</p>	<p>You just need to be as polite and respectful as you would when speaking to anyone. If you're not sure what to say or do, it's okay to ask.</p>
<p>It's difficult serving customers with disabilities.</p>	<p>Customers with disabilities have the same preferences, perceptions, attitudes, habits, and needs as customers without disabilities, and they are looking for the same quality of products and services.</p> <p>Everyone, regardless of ability, deserves to be treated with the same dignity and respect.</p>