



# HIRING PEOPLE WITH DISABILITIES:

## MYTHS VS FACTS

### MYTH

There are only a few people with disabilities who are joining the labour market, so it is not an issue for my company.



### FACT

Approximately 6.2 million Canadians have a disability, representing a very large, untapped labour pool.

### MYTH

When recruiting, AODA requires that the employer gives preferential treatment to persons with disabilities.



### FACT

This is false. AODA does not obligate employers to give preferential treatment to job applicants with disabilities. Applicants with disabilities who are not qualified for a job cannot claim discrimination under the AODA. An individual must be qualified for the job and be able to perform the job with or without accommodations.

### MYTH

My occurrence of safety incidents and insurance premiums will increase.



### FACT

Employees with disabilities have 40% lower safety incident rates and 78% lower overall costs associated with accidents.