

DISABILITY IN THE WORKPLACE

What's the third largest market segment in the United States? The answer might surprise you. It's not a particular race, gender, or age group.

It's people with disabilities. The size of this population—57 million strong—surpasses Hispanics, African Americans and Asian Americans, as well as Generation X and teens. Add in their families, friends, and associates, and you get a trillion dollars in purchasing power. ¹

One of the best ways to tap into the disability market is to make sure it is represented in your workforce. Employees with disabilities can help businesses understand and meet the needs of this essential and expanding customer base.

Research shows that consumers both with and without disabilities favor businesses that employ people with disabilities. ¹



WHAT DOES IT MEAN TO BE DISABILITY-INCLUSIVE?³

Leadership: Ensuring disability inclusion at all levels of your organization

Openness: Promoting a culture where employees with disabilities feel comfortable asking for workplace supports they need

Accommodations: Giving all employees the tools they need to do their job effectively, whether that means assistive technology, a flexible schedule, or numerous other reasonable accommodations

Communication & Education: Expressing your commitment to disability inclusion both internally and externally, as well as providing training on disability-related workplace issues to staff

Accessibility: Ensuring your workplace is accessible, both physically and virtually. That means barrier-free workplace powered by accessible, universally designed technology, as well as websites and online job applications that are accessible to everyone

BENEFITS

- Progressive employers everywhere are learning that inclusive businesses, including veterans with disabilities, benefit from a wider pool of talent, skills, and creative business solutions. ³
- People with disabilities motivate other employees and increase productivity.
- Apart from having equal or higher performance ratings compared to workers without disabilities, workers with disabilities have the lowest attrition rates of any employee group in this country ²

TAX BENEFITS FOR BUSINESSES WHO HAVE EMPLOYEES WITH DISABILITIES ⁴

Disabled Access Credit

- *Provides a non-refundable credit for small businesses that incur expenses for the purpose of providing access to persons with disabilities (Form 8826)*

Barrier Removal Tax Deduction

- *Architectural Barrier Removal Tax Deduction encourages businesses of any size to remove architectural and transportation barriers to the mobility of persons with disabilities and the elderly*
- *Businesses may claim a deduction of up to \$15,000 a year and can use in the same year as the Disabled Access Credit*

Work Opportunity Credit

- *Provides eligible employers with a tax credit up to 40% of the first \$6,000 of first-year wages of a new employee if the employee is part of a "targeted group." Employees with disabilities is one of the targeted groups (Form 5884)*

Expanded Tax Credit for Hiring Unemployed Veterans

- *On November 21, 2011, the President signed into law the VOW to Hire Heroes Act of 2011*
- *The Work Opportunity Credit expanded to provide employers with new incentives to hire certain unemployed veterans, and also made part of the credit available to tax-exempt organizations.*



THE FACTS

- ⇒ People with disabilities are trained
- ⇒ People with disabilities are qualified
- ⇒ People with disabilities want to work
- ⇒ Employers benefit from hiring people with disabilities²

In other words, they get the job done, and they stay on the job. ²

Sources

1. Business Strategies that Work: A Framework for Disability Inclusion, Department of Labor, 2015.
2. National Association of Social Workers, 2002.
3. Employee Assistance Referral Network, EARN's Primer on Disability Inclusion.
4. Internal Revenue Service, IRS.



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