



MYTHS VS. FACTS

MYTH ▼ People with disabilities have lower performance/attendance rates.

FACT Studies show that **disabled employees perform on par or better than non-disabled staff** with regard to safety, performance of job duties, attendance and job stability/turnover.

MYTH ▼ Accessibility benefits only people with disabilities.

FACT **Accessibility takes into account everyone's needs**, whether or not they have a disability, and encompasses features such as colour, audio signals like those found at pedestrian crossings, tonal contrast, surfaces, hearing enhancement systems (such as 'loop systems'), presentation of information, and signage for finding one's way, among other items. **Good accessibility benefits everyone.**

MYTH ▼ Most people with disabilities require complicated and expensive adjustments.

FACT Most workers with disabilities **require no special adjustments** and for those who do it is **minimal or much lower** than employers believe.

MYTH ▼ People with disabilities regularly require assistance.

FACT Everybody requires assistance from time to time, including people with disabilities. Being able to function **independently** is important for people with disabilities.

MYTH ▼ There aren't many people with disabilities, so disability is not really an issue.

FACT **People with disabilities are present in all societies.** 15% of the world's populations have some form of disability. Barriers often hinder people with disabilities from participation and make them less visible in society. There may be barriers – physical, attitudinal, legal, regulatory, policy, communication – that limit their opportunity to participate in a variety of activities. Furthermore, **a disability may not be visible.**

