

Employer Fears and Misconceptions

PowerPoint Outline

Slide 1: WORKCON 2019

Toni Bamford, Training Officer

Slide 2: Disclaimer

The information and materials provided in this presentation are intended solely as informational guidance and not a determination of your agency's legal rights or responsibilities under the:

- Americans with Disabilities Act (ADA), and the subsequent amendments
- California's Fair Employment and Housing Act (FEHA) and/or
- State government codes, rules, regulations or guidelines.

Slide 3: Objective

Through an interactive activity, we will explore some of the underlying fears and misconceptions that impede interactions with individuals in the disabled community.

Slide 4: Census Data

- As of July 2018, the US Census Bureau estimated California's population to be 39,557,045.
- In 2018, 19.1% of individuals surveyed for the US Department of Labor, Bureau of Labor Statistics self-identified as having a disability, which was an increase from 18.7% in 2017.

Source: www.census.org (7/2018) & <https://www.bls.gov> (2/2019)

Slide 5: Employment Rates

- Only 19.1% of individuals with disabilities (ages 18-64) were employed.
- In contrast, 65.9% of individuals without disabilities were employed.

Source: US DOL – [Bureau of Labor Statistics](http://www.bls.gov) (2018)

Slide 6: Unemployment Rates

- As of April 2019, the National Unemployment Rate was 3.6%.
- In **California**, the unemployment rate for **individuals without a disability was 3.7%**.
- However; the unemployment rate for **Californian's with a disability was 8.0%**.

Source: [Bureau of Labor Statistics](#) (5/2019)

Slides 7 & 8: Let's Play! DISABILITY WHEEL OF FORTUNE

Instructions

- Break into teams
- Take turns providing the answer for your team
- Bonus points may be given if, when asked, you can provide specific additional facts (point value to be determined)
- Have fun and be open to hearing another perspective!

Slide 9: Myth #1 Points

Picture of a Spinning wheel which will randomly stop on a prize. The prize options consist of bankrupt, car, lose a turn, trip and dollar amounts from \$100 to \$1200.

Slide 10: Myth #1

Sign language is a direct translation of the English language using hand signals and signs.

- A. True
- B. False
- C. Unknown (no points)

Slide 11: Fact #1

Answer: False

Sign language is a language of its own.

A single ASL sign can express an entire sentence that requires three words or more in the English language.

Slide 12: Myth #2 Points

Spinning wheel

Slide 13: Myth #2

The percentage of accuracy for persons who lip read is:

- A. 80 to 100 percent
- B. 60 to 80 percent
- C. 40 to 60 percent
- D. below 40 percent

Slide 14: Fact #2

Answer: D. below 40 percent

- The answer will vary depending on the person and how much they hear to supplement their lip-reading.
- However, it is very common for persons who are deaf or hard of hearing to have co-workers over-estimate their ability to communicate.

Slide 15: Myth #3 Points

Spinning wheel

Slide 16: Myth #3

To assist an individual who is blind, take them by the arm and guide them where they need to go.

- A. True – explain your answer
- B. False – explain your answer

Slide 17: Fact #3

Answer: False

- Ask the person if they would like your assistance.
- An individual who is blind may need their arms for balance, so offer your arm.
- It is appropriate to guide a blind person's hand to a banister or the back of a chair to help direct them to a stairway or a seat.

Slide 18: Myth #4 Points

Spinning wheel

Slide 19: Myth #4

It is acceptable for people without disabilities to park in accessible parking spaces, if only for a few minutes?

- A. True – explain your answer
- B. False – explain your answer
- C. Unknown (no points)

Slide 20: Fact #4

Answer: False

- Because accessible parking spaces are designed and situated to meet the needs of people who have disabilities, these spaces should only be used by people who need them.
- But not all disabilities can be seen. Some individuals using accessible parking spaces could be living with hidden disabilities like heart conditions, respiratory impairments or cancer.

Slide 21: Myth #5 Points

Spinning wheel

Slide 22: Myth #5

When using a sign language interpreter, communicate directly with the interpreter to find out exactly what the consumer needs.

- A. True
- B. False

Slide 23: Fact #5

Answer: False

- When using a sign language interpreter, look directly at the person who is deaf, and maintain eye contact to be polite.
- Talk directly to the person ('What would you like?'), rather than to the interpreter ('Ask her what she'd like.').

Slide 24: Myth #6 Points

Spinning wheel

Slide 25: Myth #6

The ADA requires that service animals be certified or licensed as service animals?

- A. True
- B. False
- C. Unknown (no points)

Slides 26 & 27: Fact #6

Answer: False

- If an animal is a service animal, you must allow the consumer to bring the animal into the facility.
- To determine if an animal is a service animal, a public entity or a private business may ask two questions:

- 1) Is this animal required because of a disability? and 2) What work, or task has this animal been trained to perform?
- A public entity or private business may not ask about the nature or extent of an individual's disability.
- They also may not require documentation, such as proof that the animal has been certified, trained or licensed as a service animal, or require the animal to wear an identifying vest.

Slide 28: Myth #7 Points

Spinning wheel

Slide 29: Myth #7

Nearly 1 in 5 people in America have a disability according to 2010 Census Bureau Reports.

- A. True
- B. False
- C. Unknown (no points)

Slide 30: Fact #7

Answer: True

- Older Americans are significantly more likely than younger Americans to have a disability.
- There is little difference between men and women in the likelihood of having a disability.
- The most common types of disability involve difficulties with walking or independent living.

Slide 31: Myth #8 Points

Spinning wheel

Slide 32: Myth #8

A large percentage of individuals with psychiatric or mental disabilities will become violent.

- C. True – explain your answer
- D. False – explain your answer

Slide 33: Fact #8

Answer: False

- Do not assume that people with psychiatric or mental disabilities are more likely to be violent than people without psychiatric disabilities; this is a myth.

- Individuals who have psychiatric or mental disabilities have varying personalities and different ways of coping with their disability. Treat each one as an individual.

Slide 34: Myth #9 Points

Spinning wheel

Slide 35: Myth #9

If someone has an epileptic seizure, you should NOT place something in their mouths to prevent them from “swallowing” their tongues.

- A. True
- B. False
- C. Unknown (no points)

Slide 36: Fact #9

Answer: True

- It is physically impossible to “swallow” one’s tongue. Placing something in the mouth can cause choking.
- **DO NOT** try to restrain the person; this might cause injury.
- Instead, move anything hard or sharp out of the way and place something soft and flat under the person’s head.

Slide 37: Myth #10 Points

Spinning wheel

Slide 38: Myth #10

People with disabilities cannot perform the same jobs as people without disabilities.

- A. True – explain your answer
- B. False – explain your answer

Slides 39 & 40: Fact #10

Answer: True

- No person, with or without a disability, can perform **every** job.
- Focusing on what a person can do rather than what they cannot do opens up possibilities for many types of work.
- As is true for people without disabilities, people with disabilities have varied skills and experiences which make them perfect for certain jobs and unqualified for others.
 - For example: A person who is blind cannot be an airline pilot, but neither can many people without a vision disability.

Slide 41: Myth #11 Points

Spinning wheel

Slide 42: Myth #11

In order to communicate effectively with a person who is deaf/hard of hearing (d/hh), you must always use a certified American Sign Language interpreter.

- A. True
- B. False
- C. Unknown (no points)

Slides 43 & 44 Fact #11

Answer: False

- The requirement under the ADA is to provide “effective communication.” If effective communication can be provided by other means, a qualified interpreter may not be required.
- But just because a family member or friend can sign, does not make them a qualified interpreter.
- There are many ways that the deaf/hh communicate, such as through interpreters, by written notes, text messaging or through TDD/TTY.
- Not all people who are deaf/hh use American Sign Language.

Slide 45: Myth #12 Points

Spinning wheel

Slide 46: Myth #12

A handshake can tell you a lot about a person.

- A. True – explain your answer
- B. False – explain your answer

Slide 47: Fact #12

Answer: False

- A person’s handshake can be influenced by many things including gender, culture and/or a person’s disability.
- Not everyone has the ability to shake hands with others whether physically or due to a sensory processing disorder. (carpal tunnel or a prosthetic limb) or (hypersensitivity disorder, social phobia or germaphobia).

Slide 48: Myth #13 Points

Spinning wheel

Slide 49: Myth #13

Good advice for individuals who stutter includes: “take a deep breath”, “slow down” or “think about what you want to say before you begin speaking”?

- A. True
- B. False
- C. Unknown (no points)

Slide 50: Fact #13

Answer: False

- This advice usually makes the person feel more self-conscious, making the stuttering worse.
- More helpful responses include listening patiently and modeling slow and clear speech yourself.

Slide 51: Myth #14 Points

Spinning wheel

Slide 52: Myth #14

Individuals with sight impairments have excellent hearing.

- A. True
- B. False
- C. Unknown (no points)

Slide 53: Fact #14

Answer: False

- A person’s vision, or lack of vision, does not affect his or her hearing.
- However, people who have sight impairments may depend more on their hearing and be more in tune to sounds than someone without a sight impairment.

Slide 54: Myth #15 Points

Spinning wheel

Slide 55: Myth #15

Removing physical and social barriers benefits only a few people.

- A. True
- B. False

Slide 56: Fact #15

Answer: False

- Everyone benefits from change.
- Society loses whenever any individual is prevented from leaving home, traveling to work, or from carrying out everyday activities like shopping, going to the bank, or eating in a restaurant.
- Individuals with disabilities have the same fundamental rights to independence and full participation in society as everyone else.

Slide 57: Myth #16 Points

Spinning wheel

Slide 58: Myth #16

Matching the person with a disability to a job where the disability would have no impact on the ability to do the job is key to successful hiring.

- A. True
- B. False
- C. Unknown

Slide 59: Fact #16

Answer: False

- While this seems to be true at first glance, further evaluation reveals that placing someone in this way involves matching their impairments to the job, rather than matching their **abilities** to the job.
- Reasonable accommodation allows persons with disabilities to maximize their abilities so they can do jobs beyond those where their disability would have the minimum impact.

Slide 60: Bonus Question

According to the Job Accommodation Network (JAN), a service from the U.S. Department of Labor's Office of Disability Employment Policy, the expense of providing reasonable accommodations for employees usually costs:

- A. under \$100
- B. under \$500
- C. under \$1,000
- D. over \$1,000

Slide 61: Bonus Fact

The survey found: A – under \$100

- The majority of workers (approximately 80%) with disabilities do not need accommodations to perform their jobs, and for those who do, the cost is usually minimal.
- Additionally, the JAN study found that 57% of accommodations cost absolutely nothing to make, while the rest on average usually cost around \$500.

Slide 62: Total up your scores

And the winning team is....

Slide 63: Review of Today's Objectives

In a fun and exciting atmosphere, we explored some of the underlying fears and misconceptions that impede interactions with individuals within the disabled community!

Slide 64: Questions???

Slide 65: Contact Information

Thank you!

Toni Bamford

Training Officer

Disability Access Services

(916) 558-5755