

Recruiting the Disabled: Hidden Assets

By Joanie Sampayrac, John Palmer,
and Richard A. Turpin

According to the U.S. Census, almost 50 million Americans over the age of 5 have at least one disability—that is nearly one out of every five Americans. Over 33 million of those are working-age men or women. Furthermore, an estimated 35 million people are considered severely disabled, and of those between the ages of 21 and 64, about 46% remain employed, according to author Timothy Moore (ezinearticles.com/?How-Many-Disabled-Americans-Are-There?&id=1918829). Recent decades have seen significant legislation to ensure that those workers have access—access to public buildings, access to employment, and access to justice. One of the most important pieces of legislation that has attempted to enable such access is the Americans with Disabilities Act (ADA) of 1990.

In the years following enactment of the ADA, the literature was rife with doom and gloom over how costly this law was going to be for businesses in general. Articles geared to employers in the accounting profession warned firms that compliance with the ADA could be complicated and expensive, advised them to review job descriptions and personnel policies, and suggested ways to improve facilities to avoid lawsuits for noncompliance with the ADA. These articles show that accounting firms were wringing their hands over the impending flood of litigation that was going to follow if they did not get their houses in order.

The ADA Reality

Twenty-one years after President George H.W. Bush signed the ADA into law, this legislation appears to have changed how society accommodates individuals with disabilities. Public buildings regularly have wheelchair ramps and parking spaces, vir-



tually all curbs at intersections allow for wheelchair users, many elevators have Braille number buttons and audio cues, and office design companies offer plans that accommodate a wide range of disabilities. Studies show that employer efforts to comply with the ADA have generally been simple and inexpensive in most cases. A study funded by the U.S. Department of Labor and undertaken by the Job Accommodation Network found that in the 1990s, the typical cost of an accommodation for a qualifying disability under the ADA was less than \$500 ("What Is the Real Cost of ADA Compliance," by Dan Woog, [\[ance\]\(http://people.monster.com/news/articles/1073-what-is-the-real-cost-of-ada-compliance\)\). Moreover, the necessary accommodations were often quite easy: raising or lowering a desk, installing a ramp, allowing orthopedic shoes in modification of the company dress code, allowing a flexible schedule, increasing volume on a telephone receiver, installing a large-screen computer monitor, or using an ergonomic chair with extra padding.](http://people.monster.com/news/articles/1073-what-is-the-real-cost-of-ada-compli-</p></div><div data-bbox=)

There are several reasons why companies, especially accounting firms, should make efforts to recruit and retain capable workers with qualifying disabilities and make reasonable accommodations for them. This article discusses those reasons. Among the many benefits of hiring the disabled are tax incentives, increasing diver-

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The Encyclopedia of Housing, Second Edition Andrew T. Carswell, 2012-05-31 Since publication of the groundbreaking Encyclopedia of Housing in 1998 many issues have assumed special prominence within this field and indeed within the global economy For instance the global economic meltdown was spurred in large part by the worst subprime mortgage crisis we've seen in our history On a more positive note the sustainability movement and green development has picked up considerable steam and given the priorities and initiatives of the current U S administration this will only grow in importance and increased attention has been given in recent years to the topic of indoor air quality Within the past decade as well the Baby Boom Generation began its march into retirement and senior citizenship which will have increasingly broad implications for retirement communities and housing assisted living facilities aging in place livable communities universal design and the like Finally within the last twelve years an emerging generation of young scholars has been making significant contributions to the field For all these reasons and more we are pleased to present a significantly updated and expanded Second Edition of the Encyclopedia of Housing *Proceedings of the 19th International Symposium on Advancement of Construction Management and Real Estate* Liyin Shen, Kunhui Ye, Chao Mao, 2015-04-27 These conference proceedings cover an outstanding view for academics and professionals to share research findings on the latest developments in real estate and construction management The Chinese Research Institute of Construction Management CRIOCM in collaboration with Chongqing University organized CRIOCM2014 the 19th International Symposium on Advancement of Construction Management and Real Estate The proceedings collect 105 selected papers addressing the following key themes Sustainable Urbanization Sustainable Construction Urban Construction and Management Affordable Housing Urban Land Development and Utilization Management for Large Infrastructure Projects Green Construction Materials and Construction Waste Management Development and Management for Mountainous Towns Advancement of Construction Project Management Redevelopment in Disaster Areas Law and Policies for Construction and Real Estate Information Technology for Construction Management and Real Estate and lastly Other Topics *Reports of the United States Tax Court* United States. Tax Court, 2010 **Insufficient Funds** Rebecca M. Blank, Michael S. Barr, 2009-03-26 One in four American adults doesn't have a bank account Low income families lack access to many of the basic financial services middle class families take for granted and are particularly susceptible to financial emergencies unemployment loss of a home and uninsured medical problems Insufficient Funds explores how institutional constraints and individual decisions combine to produce this striking disparity and recommends policies to help alleviate the problem Mainstream financial services are both less available and more expensive for low income households High fees minimum balance policies and the relative scarcity of banks in poor neighborhoods are key factors Michael Barr reports the results of an in depth study of financial behavior in 1 000 low and moderate income families in metropolitan Detroit He finds that most poor households have bank accounts but combine use of

mainstream services with alternative options such as money orders pawnshops and payday lenders Barr suggests that a tax credit for banks serving primarily disadvantaged customers could facilitate greater equality in the private financial sector Drawing on evidence from behavioral economics Sendhil Mullainathan and Eldar Shafir show that low income individuals exhibit many of the same patterns and weaknesses in financial decision making as middle class individuals and could benefit from many of the same financial aids They argue that savings programs that automatically enroll participants and require them to actively opt out in order to leave the program could drastically increase savings ability Ronald Mann demonstrates that significant changes in the credit market over the past fifteen years have allowed companies to expand credit to a larger share of low income families Mann calls for regulations on credit card companies that would require greater disclosure of actual interest rates and fees Raphael Bostic and Kwan Lee find that while home ownership has risen dramatically over the past twenty years elevated risks for low income families such as foreclosure may well outweigh the benefits of owning a home The authors ultimately argue that if we want to demand financial responsibility from low income households we have an obligation to assure that these families have access to the banking credit and savings institutions that are readily available to higher income families Insufficient Funds highlights where and how access is blocked and shows how government policy and individual decisions could combine to eliminate many of these barriers in the future

International Financial Statement Analysis Thomas R. Robinson, Elaine Henry, Wendy L. Pirie, Michael A. Broihahn, 2015-01-30 Better analysis for more accurate international financial valuation International Financial Statement Analysis provides the most up to date detail for the successful assessment of company performance and financial position regardless of country of origin The seasoned experts at the CFA Institute offer readers a rich clear reference covering all aspects from financial reporting mechanics and standards to understanding income and balance sheets Comprehensive guidance toward effective analysis techniques helps readers make real world use of the knowledge presented with this new third edition containing the most current standards and methods for the post crisis world Coverage includes the complete statement analysis process plus information on income tax accounting employee compensation and the impact of foreign exchange rates on the statements of multinational corporations Financial statement analysis gives investment professionals important insights into the true financial condition of a company With it realistic valuations can be made for investment lending or merger and acquisition purposes The process is becoming increasingly complex but this book helps readers deal with the practical challenges that arise at the international level Understand the accounting mechanics behind financial reporting Discover the differences between statements from around the world Learn how each financial statement element affects securities valuation Master analysis for clues into operations and risk characteristics Amid an uncertain global economic climate in today's volatile international markets the ability to effectively evaluate financial statements is a critical skill Standards and conditions are continuously evolving and investment professionals need a strong up to date resource for the latest rules and best practices International

Financial Statement Analysis provides this and more with clarity and expert advice **The Secret Wealth Garden** John Clancy,2014-04-09 John Clancy analyses the make up and extent of the UK s 100 Local Government Pension Funds and makes the case for re wiring their investments back into the regional economies from which they come Tax Haven Banks and U.S. Tax Compliance United States. Congress. Senate. Committee on Homeland Security and Governmental Affairs. Permanent Subcommittee on Investigations,2008 **Japan's Open Future** John Haffner,Tomas Casas i Klett,Jean-Pierre Lehmann,2009-03-01 In the fast changing modern world where does Japan fit in and how should it relate to the United States and China Three foreign commentators make a provocative and persuasive argument that the time has come for Japan to help build a stronger Asian community and to become an engage and conscientious global citizen **The Report: Emerging Bahrain 2007** ,2007 **ECKM2007-Proceedings of the 8th European Conference on Knowledge Management** Dan Remenyi,2007 *Hidden Dangers* Betsy Gunzelmann,2012 The Hidden Dangers in our schools have grown and intensified over the last few years so much so that I was compelled to write a second edition to Hidden Dangers Subtle Signs of Failing Schools Our schools are complex places each with its own unique climate administration faculty students parents and community members Clearly schools do not work in a vacuum each is affected by the much larger society government and economy In this new edition we will be introduced to the interplay of these facets and how they can help and in some cases hinder our schools our teachers and our students from thriving We also learn why it is more complicated now than ever and the stakes are even higher than when Hidden Dangers was originally published back in 2008

The Complete Idiot's Guide to Value Investing Lita Epstein,2009 Value investing concentrates on business tangibles and common sense This guide explains these strategies in clear jargon free terms and gives advice on the importance of knowing the four major parts of a company s annual report and how to read them how to listen for insights into the company plans and performance during the CEO s discussion with analysts and major strategic investment policies that drive value investing and how to select the one right for your goals From an expert financial writer Red hot investment strategy in this troubled financial climate Billionaire gurus like Warren Buffet advocate value investing Show Me Quickbooks 2006 Gail A. Perry,Gail Perry,2005 Show Me QuickBooks 2006 will help you learn visually how to perform tasks using QuickBooks 2006 The step by step tasks lend themselves to easy learning and thorough comprehension You will able to find answers to yourquestions quickly with this user friendly method of training Each task includes a screen by screen visual accompanied by a concise text description that makes performing everyday tasks quick and simple **Reaping What You Sow** Henry Frank Carey,2011-12-13 This book evaluates the experience of official torture of France in Algeria as well as recently the United States since 9 11 Israel against Palestinians and Argentina during its Dirty War from 1972 to 1983 While evaluating what information was gained from torture the book also shows the costs of undertaking this approach to interrogating suspected terrorists Reaping What You Sow A Comparative Examination of Torture in France Argentina Israel and the United States

presents a new angle in the study of this controversial practice by studying how these countries attempt to account for these secret practices and reform future interrogations against this universal crime It also analyzes the costs of torture whether in terms of intelligence gaffes or alienating potential supporters and enemies alike creating strategic dilemmas in the war on terrorism Adopting a comparative approach the book studies questions like What is the harm or benefit to the state once the torture becomes known What are the political and strategic ramifications Does torture help win wars Can the use of torture bring about any lasting or beneficial reforms These are daring questions seldom pondered In asking them this book will help to foster a discussion that is long overdue The author concludes that ex authoritarian regimes like Argentina s junta and France s colony in Algeria have reduced torture more than democracies These authoritarian regimes collapsed and new democratic regimes ultimately discredited their predecessors torture Despite many zigzags in amnesty Argentina was more scandalized by torture of its citizens and improved more than France because the latter s subsequent Fifth Republic regime was more similar to the Fourth protecting many torturers with a permanent amnesty Continuous democracies like the United States and Israel have only reduced their worst torture while torture lite continues without accountability The same elected officials and security agency personnel and prerogatives have largely remained without any legal discipline for their past secret criminal practices The United States and Israel continue to innovate hide and resume torture with discretion because the various new legislative judicial and executive checks and balances amount to wishful legal statements Democracies need permanent accountability mechanisms to assure that security services abolish torture in practice Otherwise torture will continue to generate more terrorists without generating information that is consistently reliable

The Fundamentals of Design Management Kathryn Best, 2017-11-02 The book explicitly places the principles and processes of design within the context of a business or enterprise explaining how design management can relate to the cultural environmental political and social impact of an enterprise It emphasises the inter disciplinary nature of design management and as such is of relevance to students of a number of disciplines from art and design to business marketing or media The Fundamentals of Design Management is supported throughout by a range of interviews and case studies taken from design practitioners and industry experts

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Fundamental Principles of EU Law Against Money Laundering Emmanuel Ioannides, 2016-04-22 This book critically analyses fundamental principles of EU law for the control of international economic crime. Discussing how the reporting system and the exchange of information are at the heart of the global anti money laundering regime, the study also looks at the inferential force of financial intelligence in criminal proceedings and the responsibilities this places on prosecutors and criminals alike. The author closely examines the application of Article 8 2 of the European Court of Human Rights for the retention and movement of the fingerprints, cellular samples and DNA profiles of unconvicted persons and argues the incompatibility with the ECHR along with the effect of socially stigmatising unconvicted persons. The work concludes with exploring how financial regulation has inter alia shifted responsibility to businesses and financial institutions to become more transparent and accountable to financial regulators and tax authorities. This critical analysis is essential reading for law students and the Judicial Body as well as financial crime investigators and regulators.

Groundwater Resources

Modelling M. G. Shepley, 2012 The UK is a country with over 150 years of widespread exploitation of its principal aquifers for public water supply. Increasing demands, greater awareness of environmental pressures and more exacting legislation has heightened the need for quantitative models to predict the impacts of groundwater use. In the UK this has culminated in a unique national regulator led programme for England and Wales to develop conceptual and numerical models of the principal bedrock aquifers. The outcomes of this programme will be of interest to the international hydrogeological community particularly as international legislation such as the European Water Framework Directive requires management of water issues across administrative boundaries with a varied cast of stakeholders. The collection of papers provides a contrast between practitioner and research based approaches to assess and predict the anthropogenic impacts and environmental pressures.

Transnational Financial Regulation after the Crisis Tony Porter, 2014-02-05 The global financial crisis that began in 2007 was the most destructive since the 1930s. The rapid spread of the crisis across borders and the complexity of these cross border linkages highlighted the importance for authorities of working together in responding to the crisis. This book examines the transnational response that relied heavily on a set of relatively informal transnational regulatory groupings that had been constructed over previous decades. During the crisis these arrangements were made stronger and more inclusive but they remain very complex. Thousands of pages of new rules have been created by various transnational bodies and the implementation of these rules relies heavily on domestic law and regulation and private rules and practices. This book analyses this complex response showing that its overly technical and incremental character, the persistence of tensions between transnational processes and state centred politics and the ongoing power of private actors have made the regulatory response fall short of what is needed. *Transnational Financial Regulation after the Crisis* provides new insights that are relevant for theory and practice not only for transnational financial regulation but for global governance more

generally **The Law Reports of the Special Court for Sierra Leone** Charles Chernor Jalloh, Simon Meisenberg, 2016-03-11 The Special Court for Sierra Leone was established through signature of a bilateral treaty between the United Nations and the Government of Sierra Leone in early 2002 making it the third modern ad hoc international criminal tribunal The tribunal has tried various persons including former Liberian President Charles Ghankay Taylor for allegedly bearing greatest responsibility for serious violations of international humanitarian law committed during the latter half of the Sierra Leonean armed conflict It completed its work in December 2013 A new Residual Special Court for Sierra Leone based in Freetown and with offices in The Hague has been created to carry out its essential residual functions This volume which consists of three books and a CD ROM and is edited by two legal experts on the Sierra Leone court presents for the first time in a single place a comprehensive collection of all the interlocutory decisions and final trial and appeals judgments issued by the court in the case Prosecutor v Charles Ghankay Taylor The Taylor case is the jewel in the crown of the SCSL as it was the first ever trial and conviction of a former African head of state for crimes committed in a neighboring state It is also one of a handful of such significant cases in international criminal law The Taylor Law Report contains the full text of all substantive judicial decisions including the majority separate and concurring as well as dissenting opinions and probably the longest trial judgment ever issued by an international criminal court It additionally provides relevant information for a better understanding of the case such as the indictments a list of admitted exhibits and a list of documents on the case file This book set which is the third in a series of edited law reports that follows volume 1 on Prosecutor v Brima Kamara and Kanu the so called AFRC case published in November 2012 and volume 2 Prosecutor v Norman Fofana and Kondewa the CDF case published in March 2014 seeks to capture the entire jurisprudential legacy of the tribunal fills the gap for a single and authoritative reference source of the tribunal s jurisprudence These law reports the last volumes of which will be published in 2015 and 2016 are intended for national and international judges lawyers academics students and other researchers as well as transitional justice practitioners in courts tribunals and truth commissions as well as anyone seeking an accurate record of the trials conducted by the Special Court for Sierra Leone N B The hardback copy of this title contains a CD ROM with the scanned decisions that are reproduced in the book and the trial transcripts The e book version does not Buy the complete set of 4 volumes 10 books in total with a discount see isbn 978 90 04 22161 1 The complete set consists of Volume 1 isbn 9789004189119 2 books Volume 2 isbn 9789004221635 2 books Volume 3 isbn 9789004221673 3 books Volume 4 isbn 9789004221659 3 books

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