

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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Table of Contents Hidden Asset Report 2007

1. Understanding the eBook Hidden Asset Report 2007
 - The Rise of Digital Reading Hidden Asset Report 2007
 - Advantages of eBooks Over Traditional Books
2. Identifying Hidden Asset Report 2007
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Hidden Asset Report 2007
 - User-Friendly Interface
4. Exploring eBook Recommendations from Hidden Asset Report 2007
 - Personalized Recommendations
 - Hidden Asset Report 2007 User Reviews and Ratings
 - Hidden Asset Report 2007 and Bestseller Lists
5. Accessing Hidden Asset Report 2007 Free and Paid eBooks
 - Hidden Asset Report 2007 Public Domain eBooks
 - Hidden Asset Report 2007 eBook Subscription Services
 - Hidden Asset Report 2007 Budget-Friendly Options

6. Navigating Hidden Asset Report 2007 eBook Formats
 - ePub, PDF, MOBI, and More
 - Hidden Asset Report 2007 Compatibility with Devices
 - Hidden Asset Report 2007 Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Hidden Asset Report 2007
 - Highlighting and Note-Taking Hidden Asset Report 2007
 - Interactive Elements Hidden Asset Report 2007
8. Staying Engaged with Hidden Asset Report 2007
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Hidden Asset Report 2007
9. Balancing eBooks and Physical Books Hidden Asset Report 2007
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Hidden Asset Report 2007
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Hidden Asset Report 2007
 - Setting Reading Goals Hidden Asset Report 2007
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Hidden Asset Report 2007
 - Fact-Checking eBook Content of Hidden Asset Report 2007
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
 - Integration of Multimedia Elements

- Interactive and Gamified eBooks

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