

Recruiting the Disabled: Hidden Assets

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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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