

# DISABILITY AWARENESS



## NORTHSHORE KIWANIS AKTION CLUB



Aktion Club is a Kiwanis community leadership development and service program for adults of all abilities providing an opportunity to build leadership and decision-making skills, as well as hold leadership roles in the Club. Members participate in meaningful community service activities while learning organization, teamwork and leadership working together to make a difference in the world around them.

### Aktion Club Guiding Principles

- Motto: Where development has no disability
- Vision: To develop competent, capable and caring leaders through the vehicle of service
- Mission: To provide adults with disabilities an opportunity to develop initiative and leadership skills and to serve their communities

### Community Partners

- Kiwanis Club of Northshore
- Northshore Wranglers Program

### Contact

Cole Caplan  
Advisor, Northshore Aktion Club  
Program Coordinator, Northshore Wranglers  
10212 E. Riverside Drive, Bothell, WA 98011  
P: 425-488-4831 / F: 425-483-3001  
[colec@seniorservices.org](mailto:colec@seniorservices.org)  
[www.northshorewranglers.org](http://www.northshorewranglers.org)  
[www.aktionclub.org](http://www.aktionclub.org)  
[www.northshorekiwanis.org](http://www.northshorekiwanis.org)

### **Benefits: Hiring Persons w/ Disabilities**

- Equal to or higher performance rates
- Reduced training and recruitment costs; less likely to change jobs
- Increased productivity in work groups; people with disabilities motivate others
- Diverse workforce appeals to diverse customer base; 20% have disability
- Possible tax credits by hiring people with disabilities

### **US Department of Labor Report: “Workplace Accommodations: Low Cost, High Impact”**

- Workplace accommodations are low cost and positively impact workplace
- Half of requested workplace accommodation costs nothing for companies to implement; most accommodations had a cost of <\$500
- Retains valuable employees
- Improves productivity and morale
- Reduces workers’ compensation and training costs
- Improves company diversity

### **DePaul University: “Exploring Bottom Line: A Study of the Costs and Benefits of Workers with Disabilities”**

“Cost of accommodating employees is minimal.... Employers observe low absenteeism rates and long tenures, and described their employees with disabilities as loyal, reliable, and hardworking.... An additional benefit to hiring people with disabilities was the diversification of work settings, which led to an overall positive work environment.”

## ADVOCACY IN THE WORKPLACE

This brochure is an advocacy program of the  
Kiwanis Club of Northshore Aktion Club



## dis·crim·i·na·tion

noun \ dis-, kri-mə-'nā-shən

: the practice of unfairly treating a person or group of people differently from other people or groups of people.



*“Now, I say to you today my friends, even though we face the difficulties of today and tomorrow, I still have a dream. It is a dream deeply rooted in the American dream. I have a dream that one day this nation will rise up and live out the true meaning of its creed: 'We hold these truths to be self-evident, that all men are created equal'.”*

– Martin Luther King

### Additional Resources

[www.ada.gov](http://www.ada.gov)

[www.disabilitystatistics.org](http://www.disabilitystatistics.org)

[www.eeoc.gov/laws/types/disability.cfm](http://www.eeoc.gov/laws/types/disability.cfm)

## Americans with Disabilities Act (ADA)

The ADA prohibits discrimination in all employment practices including job application procedures; hiring; firing; advancement; compensation and training; as well as other terms, conditions, and privileges of employment. Discrimination is prohibited against qualified employees/applicants with disabilities by employers with more than 15 employees and all State and local governments.

An individual is considered to have a disability if s/he has a physical or mental impairment that substantially limits one or more major life activities, has a record of such impairment, or is regarded as having such impairment. An accommodation is any modification or adjustment to a job or the work environment that will enable a qualified applicant or employee with a disability to participate in the application process or to perform essential job functions. An employer is not required to make an accommodation if it would impose an undue hardship on the operation of the employer's business. The individual with a disability requiring the accommodation must be otherwise qualified to perform job duties, and the disability must be known to the employer.

For additional applicant, employee and employer questions and information, call the ADA Information Line  
800-514-0301 voice / 800-514-0383 TTY  
[www.ada.gov](http://www.ada.gov)  
[www.dol.gov/odep/pubs/fact/laws.htm](http://www.dol.gov/odep/pubs/fact/laws.htm)  
[www.disabilityrightswa.org](http://www.disabilityrightswa.org)

*“It’s hard enough to find a job in this economy and it’s even harder to find a job as a special needs person”*

– Lindsey, age 30

---

### **Persons With A Disability: Labor Force Characteristics Report, 2012**

U.S. Bureau of Labor Statistics

[www.bls.gov](http://www.bls.gov) / 202-691-6378

#### Employment

17.8% of persons with a disability were employed (vs. 63.9% w/out a disability)

#### Unemployment

The unemployment rate for person with a disability was 13.4% (vs. 7.9% w/out a disability)

#### Difficulty Finding Work

- Workers with a disability (33%) were more likely to work part time than workers w/out a disability (19%)

- These individuals [with a disability] worked part time because their hours had been cut back or because they were unable to find a full-time job

#### Not in the labor force

- 8 in 10 persons with a disability were not in the labor force (vs. 3 in 10 w/out a disability)

- For all age groups, persons with a disability were more likely than those with no disability to be out of the labor force