



# Myths and Facts on Disability Employment

Created by people with disabilities, for people with disabilities

On May 12, 2022, South Carolina signed a bill eliminating [subminimum wage](#).

In 2023, the minimum wage in South Carolina is \$7.25 per hour, but people with disabilities are getting paid as little as five cents per hour. The bill signed on May 12, 2022, means that people with disabilities can make more money! However, there is still a lot of false information about working in the community and making the same amount of money as people without disabilities. To understand how this change will affect us, we need to know the facts of laws about work and the rights we have in The Americans with Disabilities Act.

**Myth: My disability means no one will hire me.**

**FACT: It's a great business decision to hire people with disabilities!**

**Employers evaluate workers with disabilities as average or above average in:**

- Performance (your accomplishments at work)
- Quality of work (how well your work is done)
- Quantity of work (the number of tasks you complete)

**This means people with disabilities work just as hard, if not HARDER!**

## WHAT DO PEOPLE WITH DISABILITIES HAVE TO SAY?

*I am NOT "uniquely Able" or "special," but I am a qualified professional. I wish employers didn't need inspirational language to validate my right to Competitive Integrated Employment because of a disability."*

*– Marly, a person with a physical disability*

## WHAT DO EMPLOYERS HAVE TO SAY?

*"With each new hire, you change the trajectory of your organization. Make a difference in your organization by hiring someone for what they can do — not for what they can't."*

*– Martin Tiller, Event Rentals*

**Myth: I can't get many jobs because of my disability.**

**FACT:** People with and without disabilities should think about what they do well and want to do for work. Be careful not to limit yourself or others because of disability. Remember that you have the right to work anywhere if you meet the qualifications and can complete the most important parts of the job, with or without reasonable accommodation.

**A reasonable accommodation can be used to perform the job you want.** Title I of the Americans with Disabilities Act (ADA) says, "A reasonable accommodation is a modification or adjustment to a job, the work environment, or how things are usually done. These accommodations enable a qualified individual with a disability to have an equal opportunity to get a job and to successfully perform their job tasks to the same level as people without disabilities."

**If you need it, ask for it, even if it is five years later!**

**Examples of accommodations you can request include:**

- Physical changes to the work site (ex: rearranging furniture for wheelchairs)
- American Sign Language interpreters, or
- Flexible schedules

Accommodation can be as simple as a different type of chair and as high-tech as a screen reader or speech-to-text software (ex: JAWS or Dragon).

## RESOURCES TO LEARN ABOUT ACCOMMODATIONS

- [The Job Accommodation Network \(JAN\)](#) is a great place to research accommodations
- [The SC Assistive Technology Program](#) has ideas you and your employer can explore.
- **Vocational Rehabilitation Services:** like [SC Vocational Rehabilitation Dept. \(SCVRD\)](#) or [SC Commission for the Blind \(SCCB\)](#) may be able to provide accommodations directly and/or work with the employer to get accommodations.
- [Disability Rights South Carolina](#) can help you if your employer is unfairly denying a reasonable accommodation.
- [Local Center for Independent Living In South Carolina:](#) provide many resources and other helpful information.
- [Southeast Americans with Disabilities Act \(ADA\) Center:](#) provides information, guidance and training on the ADA.

**Myth: No one will give me a chance.  
I've never worked before – I do not have experience.**

**FACT: In SC, there are many free programs to gain experience.**

### Apprenticeship Carolina

- Apprenticeships: learn on the job while getting paid, such as welding or carpentry
- Internships: training at a company to learn the job, usually unpaid

### The Career Index Plus

- Help you explore and apply for jobs

### Programs to get your GED or degree

- Some programs may be able to help pay for school
- You can request accommodation to help you succeed

### Visit Hire Me SC to learn more about programs such as:

- SC DEW free GED program
- SCWorks Workforce Innovation and Opportunity Act
  - SC SNAP2Work program



## WANT TO LEARN MORE?

Please visit [www.hiremesc.org](http://www.hiremesc.org) or contact Able SC toll-free at 800.681.6805  
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Resources for this flyer include the following sources, linked below:

- 1- Hire Me SC
- 2- SC State Legislature Employment First Study
- 3- [Discover the Benefits of Diversity, Hire Me SC](#)
- 4- [US Department of Labor](#)

For more information visit  
[HireMeSC.org](http://HireMeSC.org)  
Or contact us at  
[hiremesc@able-sc.org](mailto:hiremesc@able-sc.org)

