

**A REPORT TO
THE SOUTH CAROLINA DEPARTMENT
OF HEALTH AND HUMAN SERVICES**

**A STUDY OF WORKPLACE CONDITIONS THAT HELP
CREATE RELUCTANCE AMONG SOME PERSONS
WITH DISABILITIES TO SEEK EMPLOYMENT AND
METHODS TO OVERCOME THAT RELUCTANCE
IN THE STATE OF SOUTH CAROLINA**

**Produced By
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For
The Center for Disability Resources
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EXECUTIVE SUMMARY

Studies done during 2005 indicated that persons with disabilities were sometimes reluctant to seek employment because of the impression that they would not be treated fairly by their fellow employees. Some persons with disabilities based this impression on actual experience, but most based it on anecdotes and rumors. Families were also reluctant to expose their family members to the possibility of unfair or abusive treatment.

There is little evidence supporting or denying such behavior in the literature. The impression of this behavior, which is a potential part of the experience of working for persons with disabilities, may have an impact on seeking work among at least a portion of the population. Therefore, a study of the phenomenon was undertaken.

The purpose of the current study is to explore the attitudes among the working age population about working with persons with disabilities. Based on what can be determined from this study, recommendations will be made on overcoming the reluctance of persons with disabilities to seek employment due to their perceptions of how they will be treated in the workplace. The specific items to be addressed by the Culture of the Workplace Study are:

1. How do people of working age define disabilities? What conditions do they perceive as being more disabling than others?
2. What do people of working age feel would be the impact of having a person with a disability in the workplace?
3. How do the perceptions about disabilities of persons of working age affect their perceptions of the impact that hiring a person with a disability would have on the workplace?

In order to answer the research questions, SWS conducted a written survey of the general working age public in South Carolina. The survey was conducted in six steps:

1. Acquire sample.
2. Develop the Instrument.
3. Administer the Instrument.
4. Analyze the Data.
5. Utilize the data to draw conclusions and recommendations.
6. Finalize Report and Present Findings.

In conducting the literature review, a study was found which was similar in scope. The study was conducted by Popovich, Scherbaum, Scherbaum and Polinko (2003). The Principle Investigator of this study was contacted and granted permission to modify the instrument used in that study. SWS modified that instrument by adding additional demographic questions, eliminating questions about the Americans with Disabilities Act and eliminating mention of redundant disabilities, which had been important to the original study for which the instrument was designed, but not to the current study..

The data was analyzed in three steps. The first step was to evaluate how well the sample represents the population of working age persons in South Carolina. This was done by calculating the confidence interval, comparing demographics of the sample to those of the population, and reporting other sample demographics. The second step of the analysis was to report the frequency counts for each survey question. The survey questions were divided into three sections: Experiences with Persons with Disabilities, Perceptions of Disabilities, and Affective Reactions to the Employment of Persons with Disabilities. The third step of the analysis involved identifying the relationships between survey questions and the impact that the demographics may have had on responses.

Relationships between survey responses were identified in three steps. The first step was a factor analysis of items in Sections II and III to identify principle components which could be compiled into construct composites. The second step was to identify significant and meaningful relationships between these construct composites, the individual questions, and the demographics. The third step was to diagram these analyses in order to understand the schema of relationships.

Several conclusions were reached. These are:

In general, persons of working age are accepting and supportive of having persons with disabilities in their own workplace.

The limitations of the study do not allow for a firm conclusion that there is not a significant amount of hostility against persons with disabilities in the workplace. However, the study does not support the idea that there is such hostility to any great degree.

The more experience persons of working age have with persons with disabilities, the more likely they are to be accepting and supportive of persons with disabilities in the workplace.

Safety in the workplace is the most important issue to persons of working age when considering working beside persons with disabilities.

Beliefs about the degree of impairment involved with different disabilities is specific and commonly held. That is, most people have the same beliefs.

The relationships among persons' definitions and perceptions about work and persons with disabilities; workplace and non-workplace experience; and demographics; are complex and important to understanding the full picture of how workers relate to the idea of working with persons with disabilities.

The relationships identified in this report raise questions that should be further explored, developed into research questions and answered in the future.

Two recommendations were made. These are:

This report should be distributed to organizations that can make use of the findings.

Further research should be undertaken to continue this line of research.

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INTRODUCTION

The Medicaid Infrastructure Grant Project

In March of 2004, the South Carolina Department of Health and Human Services (SC DHHS) received a \$500,000 Medicaid Infrastructure Grant (MIG) authorized by the *Ticket to Work and Work Incentives Improvement Act of 1999*. This grant was renewed in January of 2005 for another year. The goal of the MIG is to provide resources to break down the barriers that stand between people with disabilities and employment in the community. The original grant was written by an interagency group composed of representatives from the Department of Disabilities and Special Needs (DDSN), the Department of Vocational Rehabilitation (VR), the Department of Mental Health (DMH), the SC Department of Health and Human Services (DHHS), the Employment Security Commission (SCES), Commission for the Blind (COB), Department of Social Services (DSS), Department of Education (DOE), Department of Health and Environmental Control (DHEC), and Protection and Advocacy for People with Disabilities (P&A).

The MIG is governed by a Work Plan that includes 16 activities. Among these activities are three that are designed to create a base of information that will help overcome barriers to persons with disabilities becoming employed. This report is the response to one of those three activities.

Importance of Persons with Disabilities Working in South Carolina

Changes in health care, technology, social attitudes and employer needs make it possible for persons with disabilities to work now who couldn't work in the past, but many apparently do not. According to the most recent report from the Census Bureau 14.15% of all working age persons in South Carolina have disabilities. Of these 31.9% are employed. Among working age persons who are not disabled, 74.3% are employed.

Many of these individuals who are not employed have job skills and want to work. These unemployed persons with disabilities are a resource that is not tapped by the State at this time. Each of these who enter the workforce becomes a taxpayer who can provide greater support for him or herself and his or her family. Over time, many of these individuals will no longer require health care or other support from the state, reducing costs and benefiting their fellow citizens.

Being productively employed has a high value in our society. With employment comes income and independence, but just as importantly, employment brings dignity, recognition and personal pride. Persons with disabilities should be given the opportunity to enjoy these benefits of employment as much as anyone else in the state.

South Carolina, as the Governor recently said, faces an economic anomaly. The state has created jobs at a phenomenal rate over the last three years, yet has a relatively high unemployment rate and relatively low per capita income. There are places in the state, such as the coast, that are at full employment. While there is probably no single answer to these apparent contradictions, one

possibility is that South Carolina does not have the potential employees with the appropriate education and skills in the right places at the right time.

One part of the answer to this problem would be bringing into the employment market untapped populations of potential workers who are not employed, such as persons with disabilities. In a time when South Carolina must compete economically with the entire world, the state cannot afford to overlook any potential worker. The skills and education of everyone of working age is important to producing a future that will allow South Carolina to achieve its economic objectives.

It has to be recognized at the outset, however, that there are many persons with disabilities who will not be able to work full time, or possibly at all, for physical or developmental reasons. It is everyone's responsibility to provide means and methods for those who cannot work in traditional employment to achieve everything they can achieve and not simply to discard their talents and experience.

Purpose of this Study

Studies done during 2005 indicated that persons with disabilities were sometimes reluctant to seek employment because of the impression that they would not be treated fairly by their fellow employees. Some persons with disabilities based this impression on actual experience, but most based it on anecdotes and rumors. Families were also reluctant to expose their family members to the possibility of unfair or abusive treatment.

There is little evidence supporting or denying such behavior in the literature. The impression of this behavior, which is a potential part of the experience of working for persons with disabilities, may have an impact on seeking work among at least a portion of the population. Therefore, a study of the phenomenon was undertaken.

The purpose of the study is to explore the attitudes among the working age population about working with persons with disabilities. Based on what can be determined by the exploration, recommendations will be made on overcoming the reluctance of persons with disabilities to seek employment based on perceptions of how they will be treated in the workplace. The specific items to be addressed by the Culture of the Workplace Study are:

1. How do people of working age define disabilities? What conditions do they perceive as being more disabling than others?
2. What do people of working age feel would be the impact of having a person with a disability in the workplace?
3. How do the perceptions about disabilities of persons of working age affect their perceptions of the impact that hiring a person with a disability would have on the workplace?

REVIEW OF THE LITERATURE

In a time when South Carolina must compete economically with the entire world, the state cannot afford to overlook any potential worker. The skills and education of everyone of working age is important to producing a future that will allow South Carolina to achieve its economic objectives. According to the US Census Bureau, South Carolina ranks 10th highest in the nation for percentage of residents of working age with disabilities. The American Community Survey reports that there are approximately 341,953 persons with disabilities ages 21 to 64 residing in the state of South Carolina, representing approximately 15% of the state's working age citizens. Over 66% of these people are currently not employed.

The Americans with Disabilities Act of 1990 (ADA) was established to protect people with disabilities from discrimination and seeks to ensure more full participation in society. Title 1 of this act specifically addresses employment of people with disabilities by prohibiting discrimination in the workplace, including the employment process. The ADA also requires the employer to make reasonable accommodations in making the workplace accessible to an employee with disabilities.

It is evident that many people do not have a full understanding of the ADA and who is protected by it in the workplace. A study by Popovich, Scherbaum, Scherbaum, and Polinko (2003) assessing university students' beliefs about what constitutes a disability and attitudes toward working with people with disabilities found that a discrepancy existed in what participants viewed as a disability and what was actually covered by the ADA. A second study found that this discrepancy remained even when a description of the ADA was provided to participants. These results were particularly pronounced in regards to psychiatric disabilities. Participants were more likely to identify physical impairments as disabilities than they were mental or emotional disabilities that also are protected under the ADA. The researchers concluded that the lack of knowledge regarding the ADA is problematic because people are thus guided by stereotypes and misconceptions of disability that could lead to discrimination in the workplace. In addition, women were found to support more reasonable accommodations in the workplace than men and those who had experience with people with disabilities had more positive affective reactions toward working with them. The researchers suggest that increasing contact with people with disabilities could serve to diversify the workforce while simultaneously dispelling stereotypes.

Another study showed that despite the intense desire to work in order to maintain one's identity and remain autonomous, working was often a disempowering and adverse experience for people with disabilities because they were often forced to rely upon co-workers for help (Galvin, 2005). One participant conveyed that "it is one of the obligations of the handicapped to be meticulous in thanking people for little favors" (p. 204). This creates a power differential in the workplace and is often perceived as degrading and demoralizing by those having to ask for help. However, having access to paid personal aides helped eliminate the feelings of shame and create a sense of control over their lives.

In addition to feelings of shame from having to ask co-workers for help, Parts II and III of the 2005 MIG Report submitted by SWS demonstrated that people with disabilities are often

mistreated by co-workers who make fun of them. In other workplaces, negative attitudes toward workers with disabilities are more subtle, such as treating them as though they are invisible or unintelligent or engaging in other patronizing behavior. These negative reactions from other employees can discourage people with disabilities from working. For example, one interviewee experienced such adverse interactions with co-workers she went into depression and decided to stay at home and subsist on a disability check rather than face the humiliation inflicted by her co-workers.

METHODOLOGY

In order to answer the research questions, SWS conducted a written survey of the general working age public in South Carolina. The survey was conducted in six steps:

1. Acquire sample.
2. Develop the Instrument.
3. Administer the Instrument.
4. Analyze the Data.
5. Utilization of the data to draw conclusions and recommendations.
6. Finalize Report and Present Findings.

Acquisition of the Sample

The study utilized a sample of individuals in South Carolina to obtain survey responses. The mailing list is a random sample of working age persons in South Carolina stratified by age, gender and geography acquired from USA Data. The total number in the sample is 2,004, of whom 1,502 were chosen to be sent the survey. The total number of individuals who are employed in South Carolina is approximately 2,600,000 (according to the 2005 American Community Survey). Therefore, in order to be 95% confident that the responses to the survey are representative of the population (plus or minus 5 points), a total of 384 surveys must be completed.

Development of the Instrument

A literature review was conducted to determine what has already been learned about this topic and to assist in survey development. A similar study was conducted by Popovich, Scherbaum, Scherbaum and Polinko (2003). The Principle Investigator of this study was contacted and granted permission to modify the instrument used in that study. SWS modified that instrument by adding additional demographic questions, eliminating questions about the Americans with Disabilities Act and eliminating mention of redundant disabilities, which had been important to the original study for which the instrument was designed, but not to the current study.. The instrument re-design was predicated on answering the three research questions stated in the Introduction. The modified instrument was then reviewed by staff at the Department of Health and Human Services and the University of South Carolina – Center for Disability Resources. A copy of the instrument may be found in Appendix One.

Administration of the Instrument

The survey instrument was administered to the South Carolina working age population in five steps. These steps were:

1. Create a letter of Introduction to go with the survey.

Two letters of introduction were created by the SWS team leader. The letters explain the purpose of the survey, describe the organizations which are conducting the survey, and assure confidentiality. The first letter is signed by (and utilizes the stationary of) the Director of the USC – Center for Disability Resources. The second letter is signed by (and utilizes the stationary of) the President of SWS. Copies of these letters are included in Appendix 2.

2. Mail the Surveys with Letter.

The mailing list was randomly divided into two lists. Each potential survey respondent on the first list was mailed a survey printed on blue paper, the letter of introduction from SWS, a business reply envelope (self-addressed, “stamped”), and a registration form and separate envelope for an incentive drawing. Each potential survey respondent on the second list was mailed a survey on green paper, the letter of introduction from the USC-Center for Disability Resources, a business reply envelope (self-addressed, “stamped”), and a registration form and separate envelope for an incentive drawing. The surveys were mailed out using a commercial mailing house.

3. Receive and Log and File the Surveys.

When surveys were returned by mail, the date and number of surveys received were recorded on a “Culture of the Workplace (Public) Survey Log”. The surveys were filed by date (one folder for each date surveys were received) in a secured working file for MIG projects.

4. Receive Registrations and Conduct the Drawing for Incentive.

Registrations for the incentive came in the mail either with the survey or by itself. All registrations were deposited into a separate box and locked in a secured filing cabinet. The drawing was conducted at the end of August.

5. Enter the survey responses into the database.

Each survey was entered into the “Culture of the Workplace Study 2006” Database using the “Responses” form. The database was created using Microsoft Access. The Responses form generated an autonumber for each new entry into the database. The autonumber for each entry was recorded on the hard copy survey. After each batch of surveys was entered into the database, the date was recorded and initialed on the “Culture of the Workplace (Public) Survey Log”.

Analysis of the Data

After all surveys had been completed and entered into the database and the data entry had been verified, analysis of the data began. The data was imported in the Statistical Package for the Social Sciences (SPSS) software for analysis purposes. The analysis sought to answer the questions identified in the purpose of the survey (above) and to determine if there are any factors that could predict an individual to respond a certain way to a particular question.

Utilization of the Data to Draw Conclusions and Recommendations

After analysis, the project team discussed the findings and developed a list of conclusions and recommendations. The Team Leader wrote the final conclusions and recommendations and inserted them into the report. The analyses conducted in SPSS were used to develop charts and graphs in Microsoft Excel. These figures were then exported to Microsoft Word for greater ease in preparing the final document.

Finalize Report and Present Findings

Once all of the pieces to the report had been written, the report was reviewed by two other staff members. After all revisions had been made, the report was printed, bound, and delivered to the USC Center for Disability Resources and to the DHHS.

Limitations

An interest bias may have skewed the data in that there are only 22 respondents who do not have a disability and also have little or no experience outside of work with a person with a disability. However, there is no data available that indicates what proportion of individuals have worked with or know any person with a disability.

The age distribution of workers in the sample is not representative of workers in the state. Younger workers were under represented and older workers were over represented.

Some relationships that were identified between questions in Section II (Level of Impairment) and questions in Section III (Affective Responses) were not reported because conceptual differences render any findings invalid. Rather than indicating to what extent each impairment impeded one's ability to work, the questions asked how disabling an impairment was in general, limiting its relation with the questions in Section III relating to work.

FINDINGS

The data was analyzed in three steps. The first step was to evaluate how well the sample represents the population of working age persons in South Carolina. This was done by calculating the confidence interval, comparing demographics of the sample to those of the population, and reporting other sample demographics. The second step of the analysis was to report the frequency counts for each survey question. The survey questions were divided into three sections: Experiences with Persons with Disabilities, Perceptions of Disabilities, and Affective Reactions to the Employment of Persons with Disabilities. The third step of the analysis involved identifying the relationships between survey questions and the impact that they demographics may have had on responses.

Representation of the Population

A total of 170 respondents out of the possible 1,502 responded to the survey, which is a response rate of 11.3%. The total population of South Carolina residents of working age (18 to 64) is approximately 2,586,169, according to the 2005 American Community Survey. Based on this information, the confidence interval for the survey responses on a state-wide level is 7.5 at a 95% confidence level. This means that there is a very high probability that the survey findings presented in this report represent the responses that can be expected from all persons of working age in South Carolina (plus or minus 7.5 percentage points). For example, if 50% of respondents stated that epilepsy is disabling, there is a 95% probability that the percentage of the total population of persons of working age who believe that epilepsy is disabling is actually between 57.5% and 42.5%. It must be noted that confidence intervals improve (get smaller) as more respondents agree with each other (answer in the same manner). For example, if 90% of respondents stated that epilepsy is disabling, there is a 95% probability that the percentage of the total population of persons of working age who believe that epilepsy is disabling is actually between 94.5% and 85.5%.

Demographics

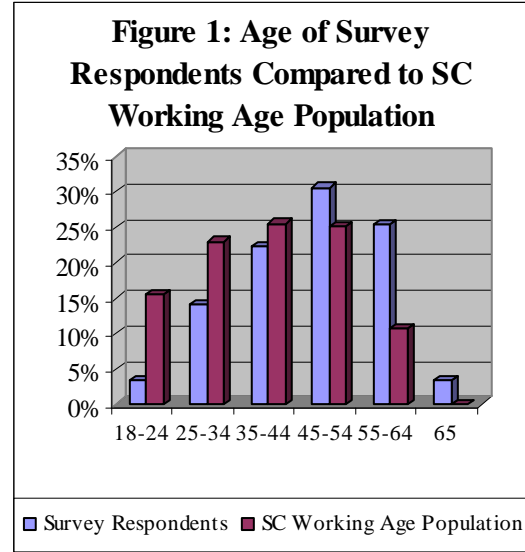
Demographics of Survey Respondents Compared to the Population

The demographics of survey respondents were compared to the demographics of the South Carolina working-age population, which was gathered from the 2005 American Community Survey. This information is provided as an indicator of how representative the sample is in relation to the general population. The breakdown of data available through the Census Bureau did not allow for the delineation of data for 65 year olds in the SC population. Hence, while the sample includes data from 65 year olds, the population statistics do not.

Six (3.5%) of the survey respondents were ages 18 to 24, compared to 15.5% in the SC working age population; 24 (14.1%) of the survey respondents were ages 25 to 34, compared to 23% in the population; 38 (22.4%) of the survey respondents were ages 35 to 44, compared to 25.5% in the population; 52 (30.6%) of the survey respondents were ages 45 to 54, compared to 25.1% in

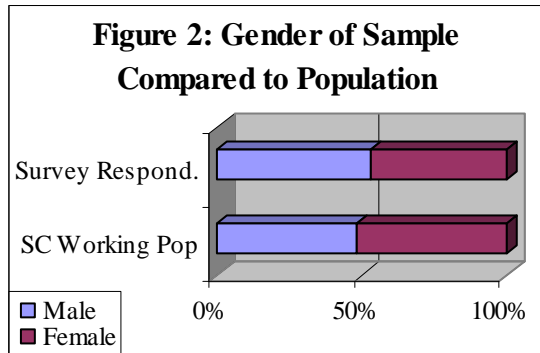
the population; and 43 (25.3%) of the survey respondents were ages 55 to 64, compared to 10.8% in the population. There were six survey respondents (3.5%) who were age 65; however, as previously mentioned information as to how this compares with the SC working age population is unavailable. The age of one survey respondent (0.6%) is unknown. (See Table 1 and Figure 1.)

| Table 1: Age of Survey Respondents Compared to SC Working Age Population | | | | |
|---|--------------------|-------------|---------------------------|-------------|
| | Survey Respondents | | SC Working Age Population | |
| | # | % | # | % |
| Ages 18 to 24 | 6 | 3.5% | 368,452 | 15.5% |
| Ages 25 to 34 | 24 | 14.1% | 546,463 | 23.0% |
| Ages 35 to 44 | 38 | 22.4% | 606,285 | 25.5% |
| Ages 45 to 54 | 52 | 30.6% | 597,108 | 25.1% |
| Ages 55 to 64 | 43 | 25.3% | 255,927 | 10.8% |
| Age 65 | 6 | 3.5% | * | * |
| Unknown | 1 | 0.6% | N/A | N/A |
| Total | 170 | 100% | 2,374,235 | 100% |



Of the 170 survey respondents, 90 (52.9%) were male, compared to 48.4% in the SC working age population and 80 (47.1%) were female, compared to 51.6% in the SC working age population. (See Table 2 and Figure 2.)

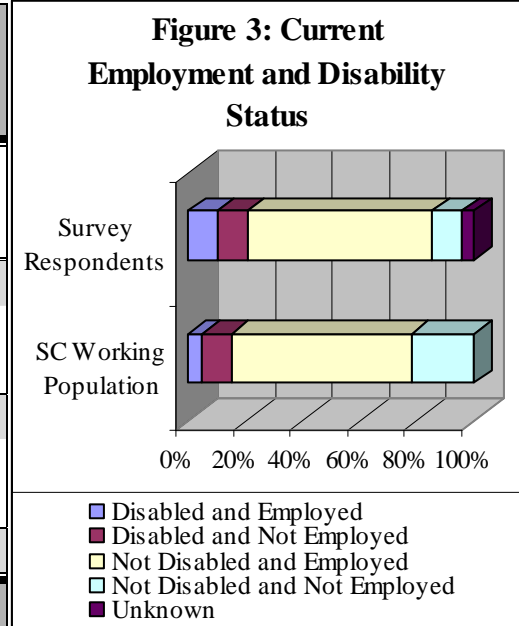
| Table 2: Gender of Survey Respondents Compared to SC Working Age Population | | | | |
|--|--------------------|-------------|---------------------------|-------------|
| | Survey Respondents | | SC Working Age Population | |
| | # | % | # | % |
| Male | 90 | 52.9% | 1,252,734 | 48.4% |
| Female | 80 | 47.1% | 1,333,435 | 51.6% |
| Total | 170 | 100% | 2,586,169 | 100% |



Of the 170 survey respondents, 35 (20.6%) had a disability, compared to 14.9% in the SC working age population, and 128 (75.3%) did not have a disability, compared to 85.1% in the population. Of the 35 survey respondents who had a disability, 17 (48.6%) were employed, compared to only 31.7% in the population. The remaining 18 people who had a disability were not employed (51.4%), compared to 68.3% in the population. Of the 128 survey respondents who did not have a disability, 110 (85.9%) were employed, compared to 74.1% in the population. The remaining 18 people who did not have a disability were not employed (14.1%), compared to 25.9% in the population. The employment and disability status for seven

respondents (4.1%) was unknown. (See Table 3 and Figure 3.) All of the respondents who are not currently employed reported that they had been employed in the past.

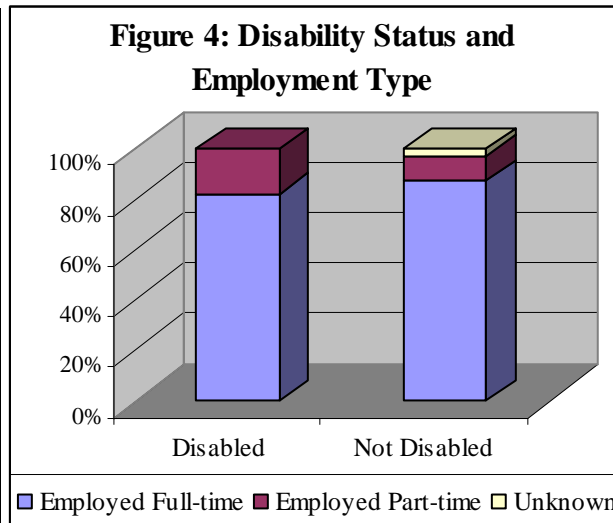
| Table 3: Current Employment and Disability Status of Survey Respondents Compared to SC Working Age Population | | | | |
|--|--------------------|-------------|----------------------------|-------------|
| | Survey Respondents | | SC Working Age Population* | |
| | # | % | # | % |
| Disabled | 35 | 20.6% | 401,805 | 14.9% |
| Employed | 17 | 48.6% | 127,372 | 31.7% |
| Not Employed | 18 | 51.4% | 274,433 | 68.3% |
| Not Disabled | 128 | 75.3% | 2,288,597 | 85.1% |
| Employed | 110 | 85.9% | 1,695,850 | 74.1% |
| Not Employed | 18 | 14.1% | 592,747 | 25.9% |
| Unknown | 7 | 4.1% | N/A | N/A |
| Total | 170 | 100% | 2,690,402 | 100% |



Other Demographics

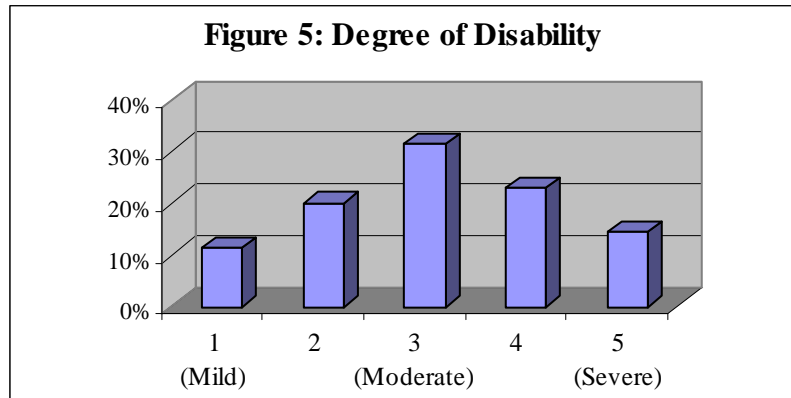
Of the 17 survey respondents who had a disability and were employed, 14 (82.4%) were employed full-time and three (17.6%) were employed part-time. Of the 110 survey respondents who were not disabled and were employed, 96 (87.3%) were employed full-time, 11 (10%) were employed part-time and the employment type for three (2.7%) was unknown. (See Table 4 and Figure 4.)

| Table 4: Disability Status and Employment Type of Survey Respondents | | |
|---|------------|-------------|
| | # | % |
| Disabled and Employed | 17 | 13.1% |
| Full-time | 14 | 82.4% |
| Part-time | 3 | 17.6% |
| Not Disabled and Employed | 110 | 84.6% |
| Full-time | 96 | 87.3% |
| Part-time | 11 | 10.0% |
| Unknown | 3 | 2.7% |
| Total | 130 | 100% |



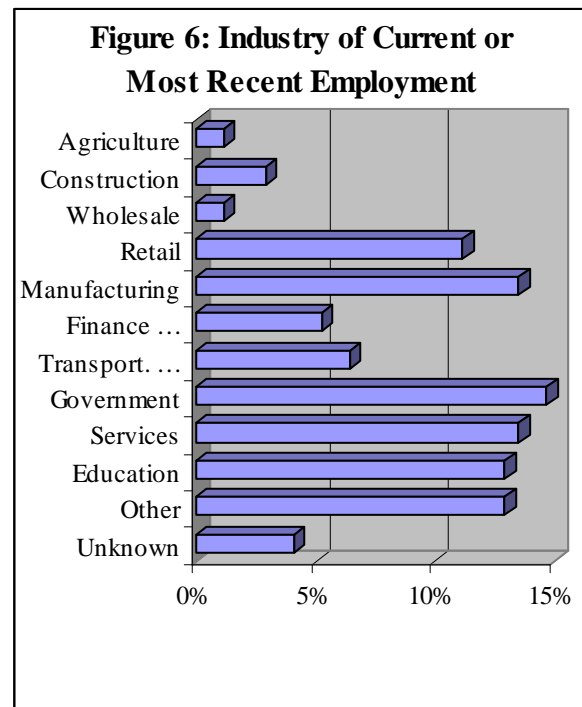
Of the 35 survey respondents who had a disability, four (11.4%) described the degree of the disability as “1 (mild)”, seven (20%) described the disability as a “2”, 11 (31.4%) described the disability as “3 (moderate)”, eight (22.9%) described the disability as a “4”, and five (14.3%) described the disability as “5 (severe).” (See Table 5 and Figure 5.)

| | # | % |
|--------------|-----------|-------------|
| 1 (Mild) | 4 | 11.4% |
| 2 | 7 | 20.0% |
| 3 (Moderate) | 11 | 31.4% |
| 4 | 8 | 22.9% |
| 5 (Severe) | 5 | 14.3% |
| Total | 35 | 100% |



Of the 170 survey respondents, two (1.2%) were employed in agriculture, five (2.9%) in construction, two (1.2%) in wholesale, 19 (11.2%) in retail, 23 (13.5%) in manufacturing, nine (5.3%) in finance, insurance and real estate, 11 (6.5%) in transportation, communications, electric, gas, and sanitary services, 25 (14.7%) in government, 23 (13.5%) in services, 22 (12.9%) in education, and 22 (12.9%) were employed in industries other than those listed. The industry of seven respondents (4.1%) was unknown. (See Table 6 and Figure 6.)

| | # | % |
|--------------------------------------|------------|-------------|
| Agriculture | 2 | 1.2% |
| Construction | 5 | 2.9% |
| Wholesale | 2 | 1.2% |
| Retail | 19 | 11.2% |
| Manufacturing | 23 | 13.5% |
| Finance, Insurance, and Real Estate | 9 | 5.3% |
| Trans., Comm., Elec., Gas & Sanitary | 11 | 6.5% |
| Government | 25 | 14.7% |
| Services | 23 | 13.5% |
| Education | 22 | 12.9% |
| Other | 22 | 12.9% |
| Unknown | 7 | 4.1% |
| Total | 170 | 100% |

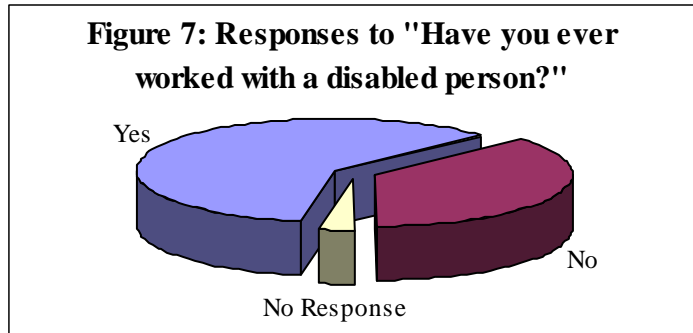


Survey Responses

Experiences Working with People with Disabilities

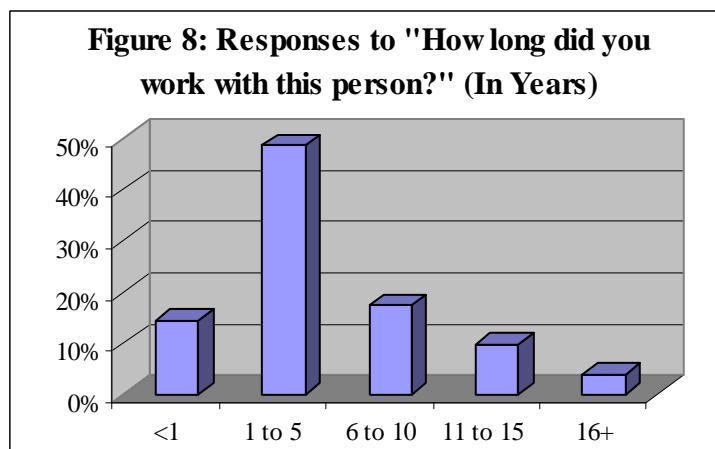
Questions #8, #9, and #10 on the survey ask about the respondent's experience working with people with disabilities. Question #8 asks, "Have you ever worked with a disabled person?" Of the 170 respondents, 103 (60.6%) stated "Yes," they had worked with a person with a disability and 62 (36.5%) stated "No," they had not worked with a person with a disability. The remaining five (2.9%) participants did not respond to the question. (See Table 7 and Figure 7.)

| | # | % |
|--------------|------------|-------------|
| Yes | 103 | 60.6% |
| No | 62 | 36.5% |
| No Response | 5 | 2.9% |
| Total | 170 | 100% |



Question #9 asked those who had worked with a person with a disability to specify how long they worked with that person. Of the 103 who had worked with a person with a disability, 15 (14.6%) worked with that person for under one year, 50 (48.5%) worked with that person for one to five years, 18 (17.5%) for six to ten years, ten (9.7%) for 11 to 15 years, and four (3.9%) had worked with a person with a disability for more than 15 years. Six (5.8%) of the respondents did not specify how long they had worked with a person with a disability. (See Table 8 and Figure 8.)

| | # | % |
|------------------|------------|-------------|
| Less than 1 Year | 15 | 14.6% |
| 1 to 5 Years | 50 | 48.5% |
| 6 to 10 Years | 18 | 17.5% |
| 11 to 15 Years | 10 | 9.7% |
| 16 or More Years | 4 | 3.9% |
| No Response | 6 | 5.8% |
| Total | 103 | 100% |

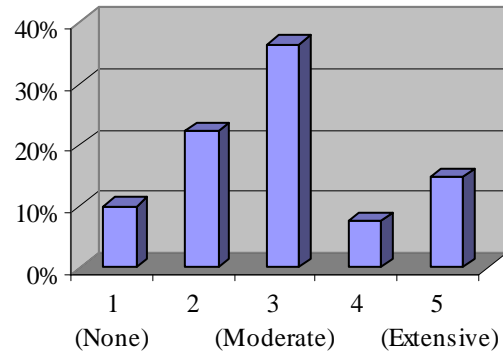


Question #9 asked "Besides working with a person with disabilities, what is the level of your experience with disabled persons?" Of the 170 survey respondents, 17 (10%) responded with a "1 (None)," 38 (22.4%) responded with a "2", 62 (36.5%) responded with a "3 (moderate)," 13 (7.6%) responded with a "4", and 25 (14.7%) responded with a "5", indicating that they had extensive experience with people with disabilities. (See Table 9 and Figure 9.)

Table 9: Responses to "Besides working with a person with disabilities, what is the level of your experience with disabled persons?"

| | # | % |
|---------------|------------|-------------|
| 1 (None) | 17 | 10.0% |
| 2 | 38 | 22.4% |
| 3 (Moderate) | 62 | 36.5% |
| 4 | 13 | 7.6% |
| 5 (Extensive) | 25 | 14.7% |
| No Response | 15 | 8.8% |
| Total | 170 | 100% |

Figure 9: Level of Experience with Persons with Disabilities Outside the Workplace



Perceptions of Disabilities

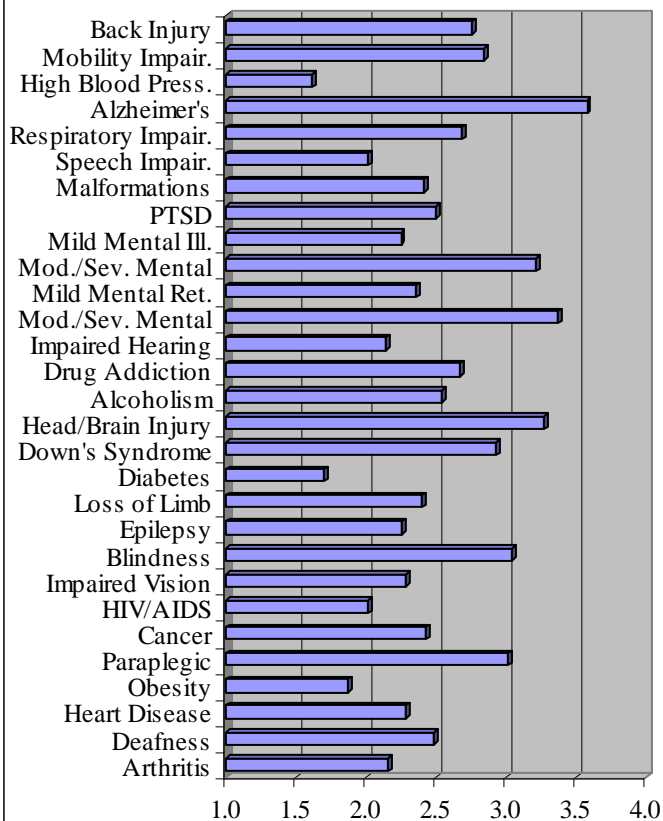
Section II asks respondents to indicate to what extent they think the specified conditions are disabling to the person with the impairment. Respondents were asked to assign each condition a number on a scale of one to four, with 1= “not at all disabling,” 2= “somewhat disabling,” 3= “disabling,” and 4= “very disabling.”

Conditions which respondents perceived to be “very disabling” to “disabling” included: Alzheimer’s disease (mean=3.58, n=149, SD=0.81), moderate to severe mental retardation (mean=3.37, n=152, SD=0.78), head or brain injury (mean=3.27, n=148, SD=0.86), and moderate to severe mental illness (mean=3.21, n=155, SD=0.84). Conditions which respondents perceived to be “disabling” included: blindness (mean=3.05, n=151, SD=0.92), paraplegic (mean=3.02, n=144, SD=0.94), Down’s syndrome (mean=2.93, n=150, SD=0.88), and mobility impairment (mean=2.84, n=153, SD=0.88). Conditions which respondents perceived to be “somewhat disabling” to “disabling” included: back injury or impairment (mean=2.76, n=152, SD=0.88), respiratory impairment (mean=2.69, n=152, SD=0.86), drug addiction (mean=2.67, n=147, SD=1.06), alcoholism (mean=2.54, n=148, SD=0.99), Post-Traumatic Stress Disorder (PTSD) (mean=2.50, n=145, SD=0.88), deafness (mean=2.48, n=151, SD=0.83), cancer (mean=2.43, n=155, SD=0.99), malformations of the body (mean=2.41, n=145, SD=0.82), loss of limb (mean=2.40, n=149, SD=0.81), mild mental retardation (mean=2.36, n=149, SD=0.68), impaired vision (mean=2.28, n=152, SD=0.77), heart disease (mean=2.28, n=152, SD=0.84), epilepsy (mean=2.26, n=145, SD=0.76), and mild mental illness (mean=2.25, n=154, SD=0.74). Conditions which respondents perceived to be “somewhat disabling” included: arthritis (mean=2.16, n=154, SD=0.72), impaired hearing (mean=2.14, n=156, SD=0.70), speech impairments (mean=2.02, n=151, SD=0.67), HIV/AIDS (mean=2.02, n=149, SD=0.98), and obesity (mean=1.87, n=151, SD=0.81). Conditions which respondents perceived to be “somewhat disabling” to “not at all disabling” included: diabetes (mean=1.70, n=155, SD=0.73) and high blood pressure (mean=1.61, n=158, SD=0.74). (See Table 10 and Figure 10.)

Table 10: Average Response of Extent to Which Impairment is Disabling

| | Average Response |
|------------------------------|------------------|
| Back Injury/Impairment | 2.76 |
| Mobility Impairment | 2.84 |
| High Blood Pressure | 1.61 |
| Alzheimer's Disease | 3.58 |
| Respiratory Impairment | 2.69 |
| Speech Impairments | 2.02 |
| Mild Mental Illness | 2.25 |
| Mod./Sev. Mental Illness | 3.21 |
| Mild Mental Retardation | 2.36 |
| Mod./Sev. Mental Retardation | 3.37 |
| Impaired Hearing | 2.14 |
| Drug Addiction | 2.67 |
| Alcoholism | 2.54 |
| Head/Brain Injury | 3.27 |
| Down's Syndrome | 2.93 |
| Diabetes | 1.70 |
| Loss of Limb | 2.40 |
| Epilepsy | 2.26 |
| Malformations of the Body | 2.41 |
| PTSD | 2.50 |
| Blindness | 3.05 |
| Impaired Vision | 2.28 |
| HIV/AIDS | 2.02 |
| Cancer | 2.43 |
| Paraplegic | 3.02 |
| Obesity | 1.87 |
| Heart Disease | 2.28 |
| Deafness | 2.48 |
| Arthritis | 2.16 |

Figure 10: Average Response of Extent to which Impairment is Disabling

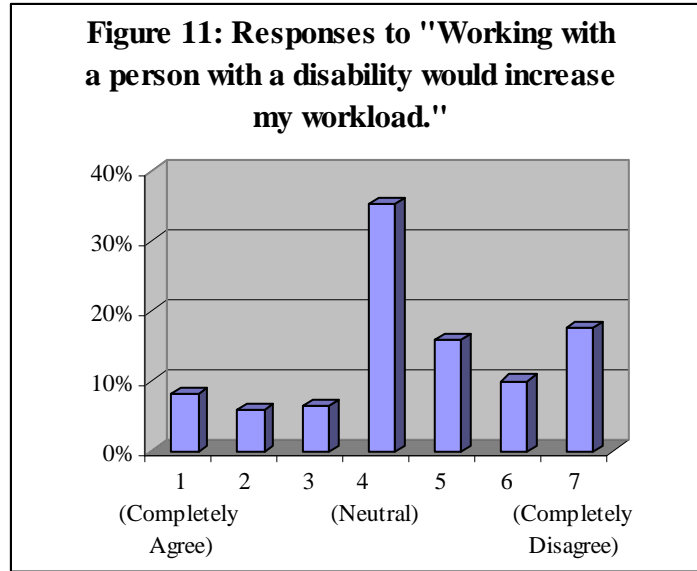


Affective Reactions to the Employment of People with Disabilities

Section III of the survey asks participants to respond to a series of statements by rating their agreement with the statement by choosing a number one through seven. Questions 1, 5, 8, 9, 10, 13, 17, 18, and 20 are on a scale of one to seven with 1= “Completely Agree,” 4= “Neutral,” and 7= “Completely Disagree.” Questions 2, 3, 4, 6, 7, 11, 12, 14, 15, 16, and 19 are on a scale of one to seven with 1= “Completely Disagree,” 4= “Neutral,” and 7= “Completely Agree.”

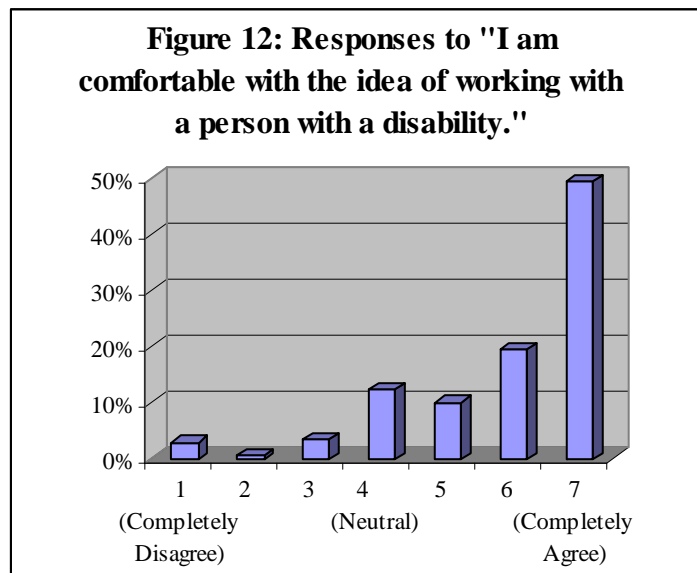
The first statement in Section III is, "Working with a person with a disability would increase my workload." Of the 170 participants, 35 (20.6%) agreed to some extent with the statement, 60 (35.3%) responded with a "4 (Neutral)," and 74 (43.5%) disagreed to some extent with the statement. One participant (0.6%) did not respond to the question. (See Table 11 and Figure 11). On average, respondents tended to respond neutrally as to whether or not they felt working with a person with a disability would increase their workload (mean=4.46, n=169, SD=1.74).

| Table 11: Responses to "Working with a person with a disability would increase my workload." | | |
|---|------------|-------------|
| | # | % |
| 1 (Completely Agree) | 14 | 8.2% |
| 2 | 10 | 5.9% |
| 3 | 11 | 6.5% |
| 4 (Neutral) | 60 | 35.3% |
| 5 | 27 | 15.9% |
| 6 | 17 | 10.0% |
| 7 (Completely Disagree) | 30 | 17.6% |
| No Response | 1 | 0.6% |
| Total | 170 | 100% |



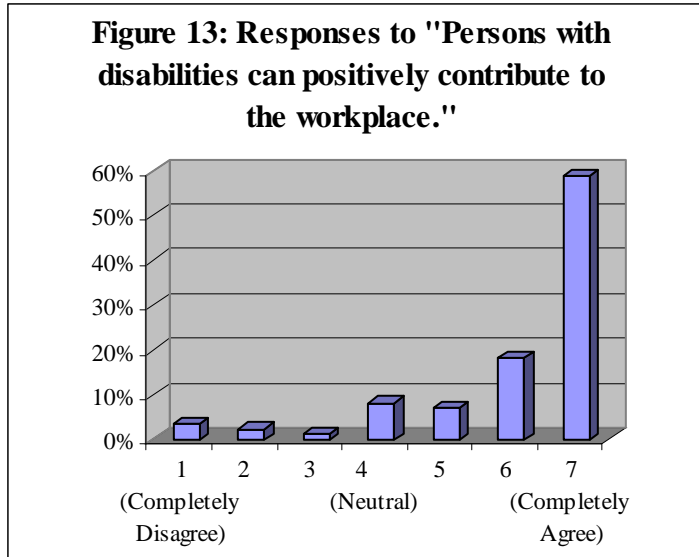
The second statement in Section III is, "I am comfortable with the idea of working with a person with a disability." Of the 170 participants, 12 (7.1%) disagreed with the statement to some extent, 21 (13.4%) responded with a "4 (Neutral)," and 134 (78.8%) agreed to some extent with the statement, with almost half of the participants in complete agreement with the statement. Three participants, (1.8%) did not respond to the question. (See Table 12 and Figure 12.) On average, respondents agreed that they felt comfortable working with a person with a disability (mean=5.87, n=167, SD=1.51).

| Table 12: Responses to "I am comfortable with the idea of working with a person with a disability." | | |
|--|------------|-------------|
| | # | % |
| 1 (Completely Disagree) | 5 | 2.9% |
| 2 | 1 | 0.6% |
| 3 | 6 | 3.5% |
| 4 (Neutral) | 21 | 12.4% |
| 5 | 17 | 10.0% |
| 6 | 33 | 19.4% |
| 7 (Completely Agree) | 84 | 49.4% |
| No Response | 3 | 1.8% |
| Total | 170 | 100% |



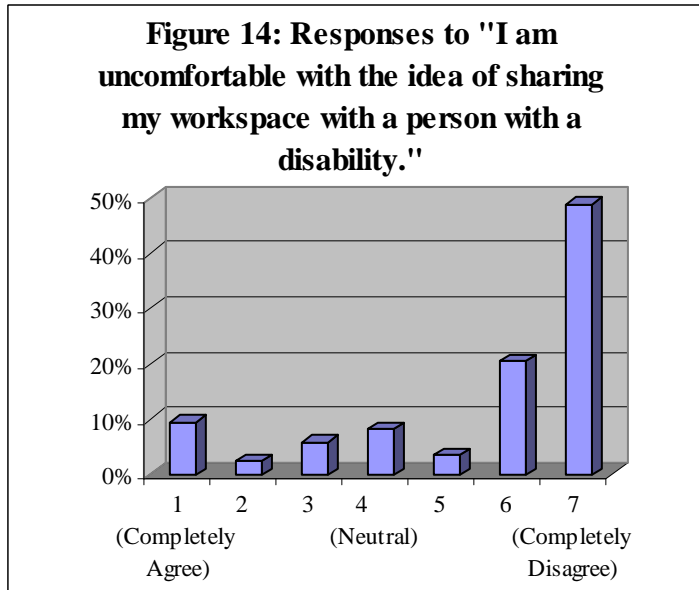
The third statement in Section III is, "Persons with disabilities can positively contribute to the workplace." Of the 170 respondents, 12 (7.1%) disagreed to some extent with the statement, 14 participants (8.2%) responded with a "4 (neutral)," and 143 (84.1%) respondents agreed to some extent, with 100 participants (58.8%) in complete agreement with the statement. (See Table 13 and Figure 13.) On average, respondents agreed that people with disabilities can contribute positively to the workplace (mean=6.05, n=169, SD=1.54).

| Table 13: Responses to "Persons with disabilities can positively contribute to the workplace." | | |
|---|------------|-------------|
| | # | % |
| 1 (Completely Disagree) | 6 | 3.5% |
| 2 | 4 | 2.4% |
| 3 | 2 | 1.2% |
| 4 (Neutral) | 14 | 8.2% |
| 5 | 12 | 7.1% |
| 6 | 31 | 18.2% |
| 7 (Completely Agree) | 100 | 58.8% |
| No Response | 1 | 0.6% |
| Total | 170 | 100% |



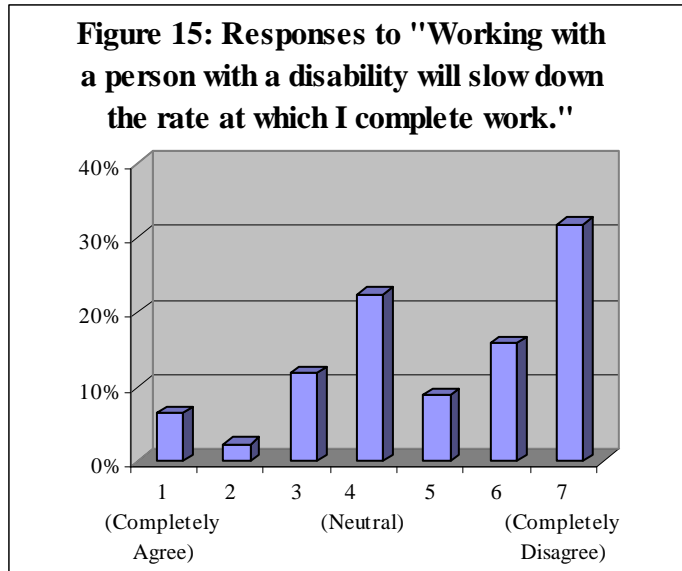
The fourth statement in Section III is, "I am uncomfortable with the idea of sharing my workspace with a person with a disability." Of the 170 participants, 30 (17.6%) agreed to some extent with the statement, 14 (8.2%) responded with a "4 (Neutral)," and 124 (72.9%) disagreed to some extent with the statement, with almost half of all participants (n=83, 48.8%) in complete disagreement with the statement. Two participants (1.2%) did not respond to the question. (See Table 14 and Figure 14.) On average, respondents disagreed that they would be uncomfortable sharing their workspace with a person with a disability (mean=5.54, n= 168, SD=1.99).

| Table 14: Responses to "I am uncomfortable with the idea of sharing my workspace with a person with a disability." | | |
|---|------------|-------------|
| | # | % |
| 1 (Completely Agree) | 16 | 9.4% |
| 2 | 4 | 2.4% |
| 3 | 10 | 5.9% |
| 4 (Neutral) | 14 | 8.2% |
| 5 | 6 | 3.5% |
| 6 | 35 | 20.6% |
| 7 (Completely Disagree) | 83 | 48.8% |
| No Response | 2 | 1.2% |
| Total | 170 | 100% |



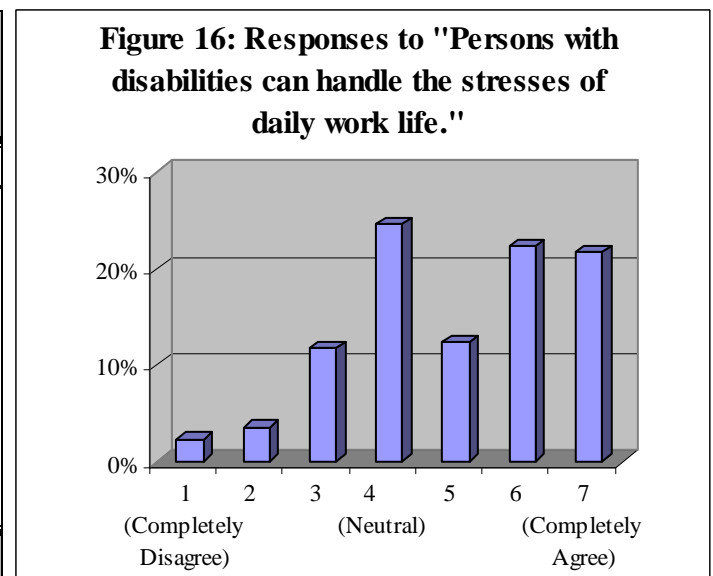
The fifth statement in Section III is, "Working with a person with a disability will slow down the rate at which I complete work." Of the 170 participants, approximately 18% agreed to some extent with statement, 38 respondents (22.4%) responded with a "4 (Neutral)," and approximately 57% disagreed with the statement to some extent. One participant (0.6%) did not respond to the question. (See Table 15 and Figure 15.) On average respondents disagreed that working with a person with a disability would slow them down (mean=5.01, n=169, SD=1.85).

| Table 15: Responses to "Working with a person with a disability will slow down the rate at which I complete work." | | |
|---|------------|-------------|
| | # | % |
| 1 (Completely Agree) | 11 | 6.5% |
| 2 | 4 | 2.4% |
| 3 | 20 | 11.8% |
| 4 (Neutral) | 38 | 22.4% |
| 5 | 15 | 8.8% |
| 6 | 27 | 15.9% |
| 7 (Completely Disagree) | 54 | 31.8% |
| No Response | 1 | 0.6% |
| Total | 170 | 100% |



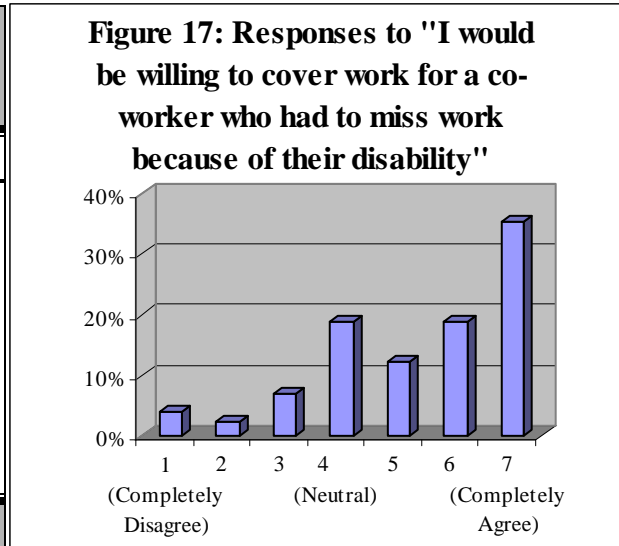
The sixth statement in Section III is, "Persons with disabilities can handle the stresses of daily work life." Of the 170 participants, approximately 18% disagreed to some extent with the statement, 42 (24.7%) responded with a "4 (Neutral)," and approximately 57% agreed with the statement to some extent. Two participants (1.2%) did not respond to the question. (See Table 16 and Figure 16.) On average, respondents tended to agree that persons with disabilities could handle the stresses of daily work life (mean=4.98, n=168, SD=1.60).

| Table 16: Responses to "Persons with disabilities can handle the stresses of daily work life." | | |
|---|------------|-------------|
| | # | % |
| 1 (Completely Disagree) | 4 | 2.4% |
| 2 | 6 | 3.5% |
| 3 | 20 | 11.8% |
| 4 (Neutral) | 42 | 24.7% |
| 5 | 21 | 12.4% |
| 6 | 38 | 22.4% |
| 7 (Completely Agree) | 37 | 21.8% |
| No Response | 2 | 1.2% |
| Total | 170 | 100% |



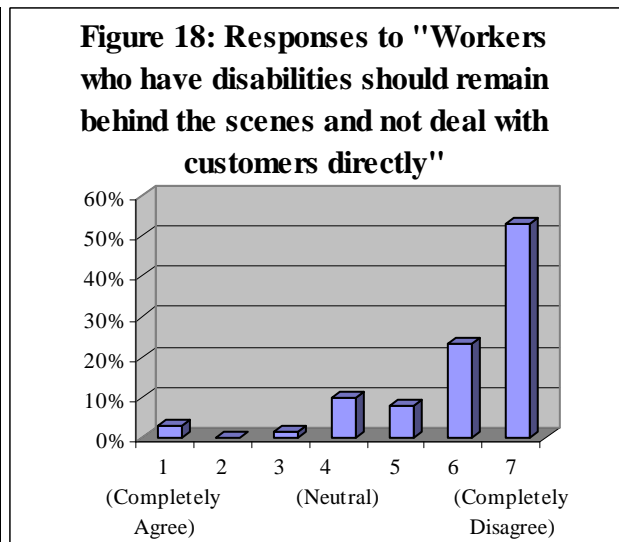
The seventh statement in Section III is, "I would be willing to cover work for a co-worker who had to miss work because of their disability." Of the 170 participants, 23 (13.5%) disagreed with the statement to some extent, 32 (18.8%) responded with a "4 (Neutral)," and 113 (66.5%) agreed with the statement to some extent, with 60 (35.3%) in complete agreement. Two of the participants (1.2%) did not respond. (See Table 17 and Figure 17.) On average, respondents agreed that they would cover for a co-worker who was out because of their disability (mean=5.33, n=168, SD=168).

| Table 17: Responses to "I would be willing to cover work for a co-worker who had to miss work because of their disability." | | |
|--|------------|-------------|
| | # | % |
| 1 (Completely Disagree) | 7 | 4.1% |
| 2 | 4 | 2.4% |
| 3 | 12 | 7.1% |
| 4 (Neutral) | 32 | 18.8% |
| 5 | 21 | 12.4% |
| 6 | 32 | 18.8% |
| 7 (Completely Agree) | 60 | 35.3% |
| No Response | 2 | 1.2% |
| Total | 170 | 100% |



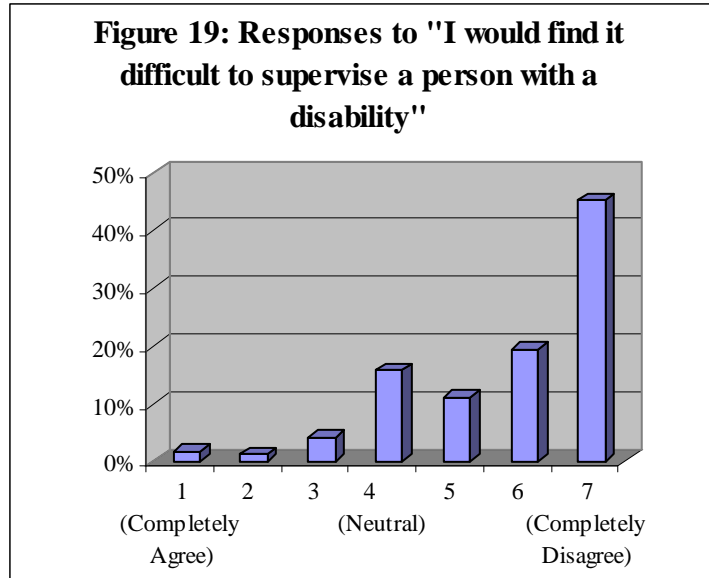
The eighth statement in Section III is, "Workers who have disabilities should remain behind the scenes and not deal with customers directly." Of the 170 participants, 8 (4.7%) agreed to some extent, 17 (10%) responded with a "4 (Neutral)," and 144 (84.7%) disagreed to some extent that workers with disabilities should not deal with customers, with over half (52.9%) in complete disagreement. One of the participants (0.6%) did not respond to the question. (See Table 18 and Figure 18.) On average, respondents disagreed that workers who have disabilities should remain behind the scenes and not deal with customers directly (mean=6.05, n=169, SD=1.39).

| Table 18: Responses to "Workers who have disabilities should remain behind the scenes and not deal with customers directly." | | |
|---|------------|-------------|
| | # | % |
| 1 (Completely Agree) | 5 | 2.9% |
| 2 | 0 | 0.0% |
| 3 | 3 | 1.8% |
| 4 (Neutral) | 17 | 10.0% |
| 5 | 14 | 8.2% |
| 6 | 40 | 23.5% |
| 7 (Completely Disagree) | 90 | 52.9% |
| No Response | 1 | 0.6% |
| Total | 170 | 100% |



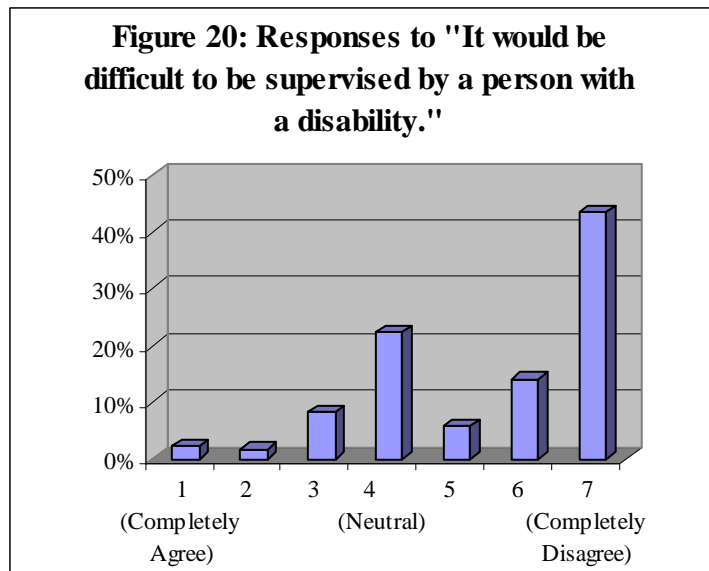
The ninth statement in Section III is, "I would find it difficult to supervise a person with a disability." Of the 170 participants, 12 (7.1%) agreed with the statement to some extent, 27 (15.9%) responded with a "4 (Neutral)," and 129 (75.9%) disagreed to some extent with the statement. Two of the participants (1.2%) did not respond to the question. (See Table 19 and Figure 19.) On average, respondents disagreed that they would find it difficult to be supervise a person with a disability (mean=5.76, n=168, SD=1.48).

| Table 19: Responses to "I would find it difficult to supervise a person with a disability." | | |
|--|------------|-------------|
| | # | % |
| 1 (Completely Agree) | 3 | 1.8% |
| 2 | 2 | 1.2% |
| 3 | 7 | 4.1% |
| 4 (Neutral) | 27 | 15.9% |
| 5 | 19 | 11.2% |
| 6 | 33 | 19.4% |
| 7 (Completely Disagree) | 77 | 45.3% |
| No Response | 2 | 1.2% |
| Total | 170 | 100% |



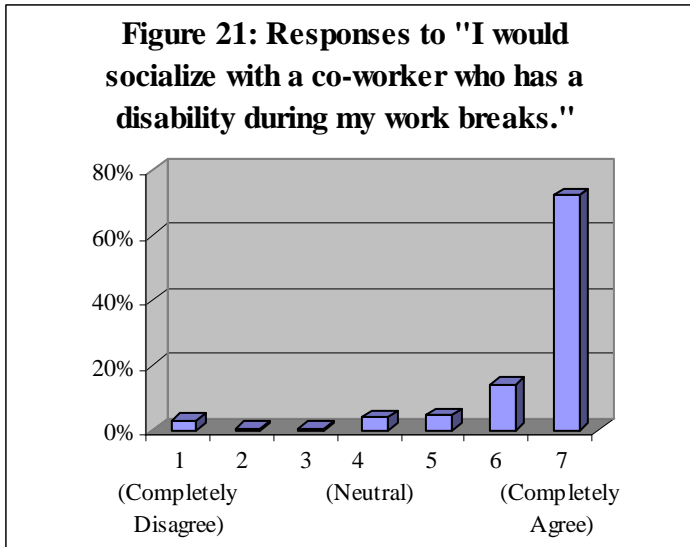
The tenth statement in Section III is, "It would be difficult to be supervised by a person with a disability." Of the 170 participants, 21 (12.4%) agreed with the statement to some extent, 38 (22.4%) responded with a "4 (Neutral)," and 108 (63.5%) disagreed to some extent. Three participants (1.8%) did not respond to the question. (See Table 20 and Figure 20.) On average, respondents disagreed that it would be difficult to be supervised by a person with a disability (mean=5.49, n=167, SD=1.68).

| Table 20: Responses to "It would be difficult to be supervised by a person with a disability." | | |
|---|------------|-------------|
| | # | % |
| 1 (Completely Agree) | 4 | 2.4% |
| 2 | 3 | 1.8% |
| 3 | 14 | 8.2% |
| 4 (Neutral) | 38 | 22.4% |
| 5 | 10 | 5.9% |
| 6 | 24 | 14.1% |
| 7 (Completely Disagree) | 74 | 43.5% |
| No Response | 3 | 1.8% |
| Total | 170 | 100% |



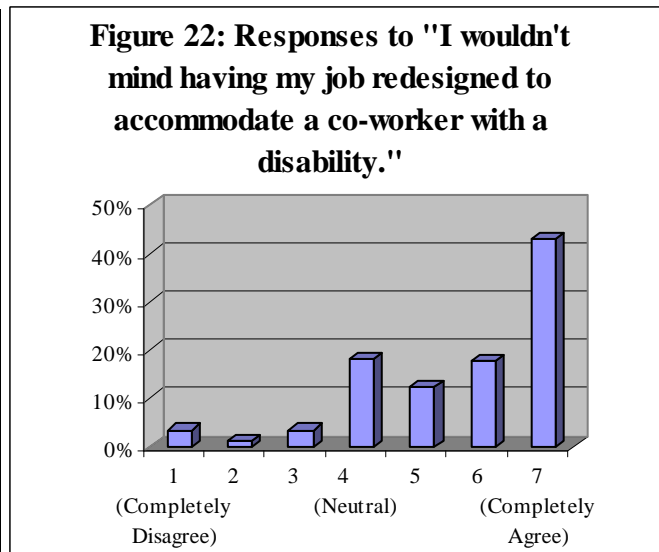
The eleventh statement in Section III is, "I would socialize with a co-worker who has a disability during my work breaks." Of the 170 participants, 7 (4.1%) disagreed to some extent with the statement, 7 (4.1%) responded with a "4 (Neutral)," and the majority (n=155, 91.2%) agreed to some extent with the statement, with 123 (72.4%) in complete agreement. One participant (0.6%) did not respond to the question. (See Table 21 and Figure 21.) On average, respondents strongly agreed that they would socialize with a co-worker who has a disability during their work breaks (mean=6.41, n=169, SD=1.29).

| Table 21: Responses to "I would socialize with a co-worker who has a disability during my work breaks." | | |
|--|------------|-------------|
| | # | % |
| 1 (Completely Disagree) | 5 | 2.9% |
| 2 | 1 | 0.6% |
| 3 | 1 | 0.6% |
| 4 (Neutral) | 7 | 4.1% |
| 5 | 8 | 4.7% |
| 6 | 24 | 14.1% |
| 7 (Completely Agree) | 123 | 72.4% |
| No Response | 1 | 0.6% |
| Total | 170 | 100% |



The twelfth statement in Section III is, "I wouldn't mind having my job redesigned to accommodate a co-worker with a disability." Of the 170 participants, 14 (8.2%) disagreed with the statement to some extent, 31 (18.2%) responded with a "4 (Neutral)," and 124 (72.9%) agreed to some extent with the statement. One of the participants (0.6%) did not respond. (See Table 22 and Figure 22.) On average, respondents agreed that they wouldn't mind having their jobs redesigned to accommodate a co-worker with a disability (mean=5.61, n=169, SD=1.60).

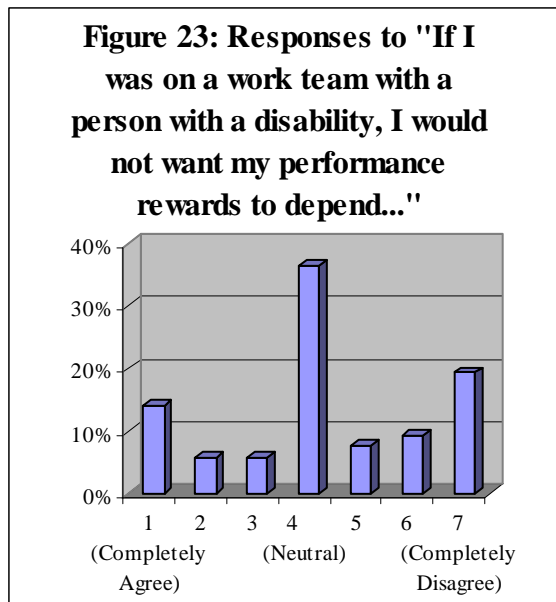
| Table 22: Responses to "I wouldn't mind having my job redesigned to accommodate a co-worker with a disability." | | |
|--|------------|-------------|
| | # | % |
| 1 (Completely Disagree) | 6 | 3.5% |
| 2 | 2 | 1.2% |
| 3 | 6 | 3.5% |
| 4 (Neutral) | 31 | 18.2% |
| 5 | 21 | 12.4% |
| 6 | 30 | 17.6% |
| 7 (Completely Agree) | 73 | 42.9% |
| No Response | 1 | 0.6% |
| Total | 170 | 100% |



The thirteenth statement in Section III is, "If I was on a work team with a person with a disability, I would not want my performance rewards to depend on the performance of the person with a disability." Of the 170 participants, 44 (25.9%) agreed to some extent with the statement, 62 (36.5%) responded with a "4 (Neutral)", and 62 (36.5%) disagreed with the statement to some extent. (See Table 23 and Figure 23). On average, participants responded neutrally as to whether or not they would want their performance rewards to depend on the performance of the person with a disability if they were in a work team together (mean=4.25, n=168, SD=1.94).

Table 23: Responses to "If I was on a work team with a person with a disability, I would not want my performance rewards to depend on the performance of the person with a disability."

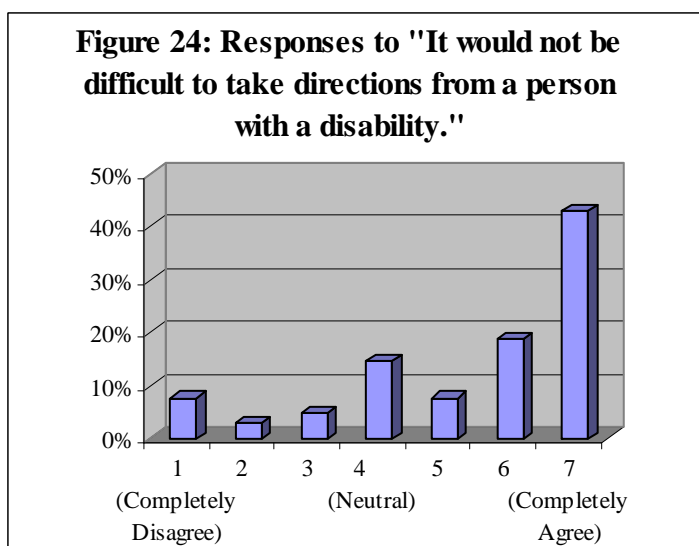
| | # | % |
|-------------------------|------------|-------------|
| 1 (Completely Agree) | 24 | 14.1% |
| 2 | 10 | 5.9% |
| 3 | 10 | 5.9% |
| 4 (Neutral) | 62 | 36.5% |
| 5 | 13 | 7.6% |
| 6 | 16 | 9.4% |
| 7 (Completely Disagree) | 33 | 19.4% |
| No Response | 2 | 1.2% |
| Total | 170 | 100% |



The fourteenth statement in Section III is, "It would not be difficult to take directions from a person with a disability." Of the 170 participants, 26 (15.3%) disagreed to some extent with the statement, 25 (14.7%) responded with a "4 (Neutral)," and 118 (69.4%) agreed to some extent. One participant (0.6%) did not respond to the question. (See Table 24 and Figure 24.) On average, respondents agreed that it would not be difficult to take directions from a person with a disability (mean=5.41, n=169, SD=1.90).

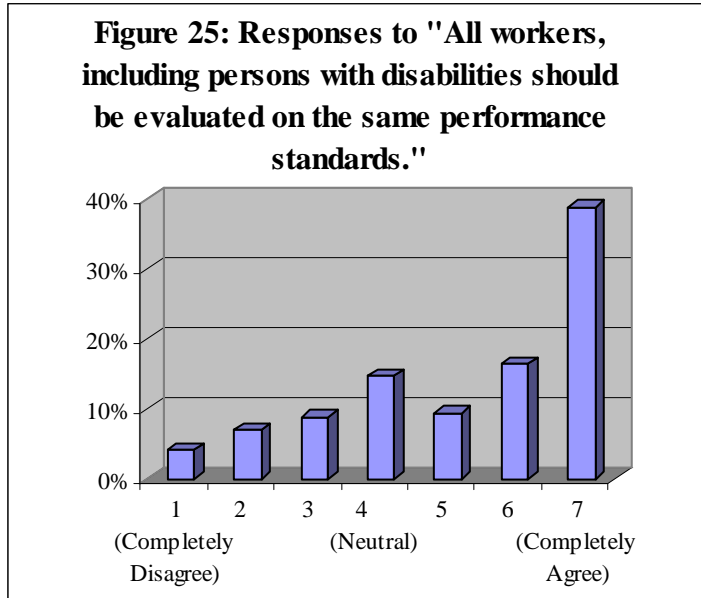
Table 24: Responses to "It would not be difficult to take directions from a person with a disability."

| | # | % |
|-------------------------|------------|-------------|
| 1 (Completely Disagree) | 13 | 7.6% |
| 2 | 5 | 2.9% |
| 3 | 8 | 4.7% |
| 4 (Neutral) | 25 | 14.7% |
| 5 | 13 | 7.6% |
| 6 | 32 | 18.8% |
| 7 (Completely Agree) | 73 | 42.9% |
| No Response | 1 | 0.6% |
| Total | 170 | 100% |



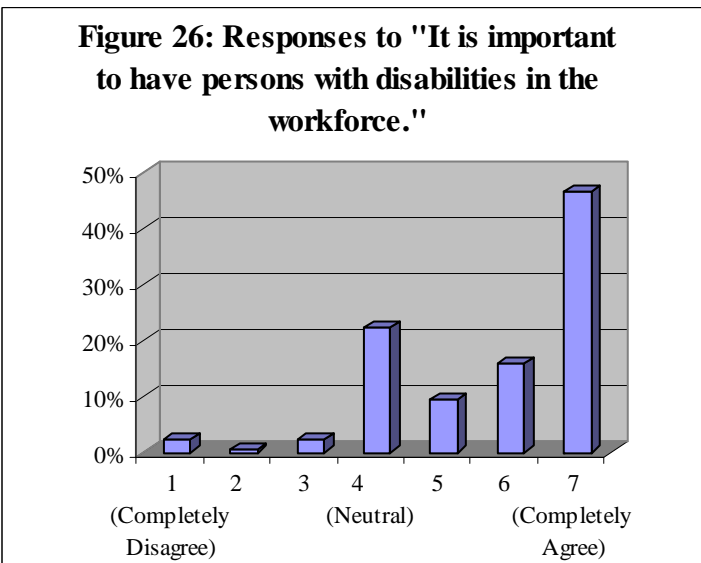
The fifteenth statement in Section III is, "All workers, including persons with disabilities, should be evaluated on the same performance standards." Of the 170 participants, 20% disagreed to some extent with the statement, 25 (14.7%) responded with a "4 (Neutral)," and approximately 65% agreed to some extent with the statement. One participant (0.6%) did not respond to the question. (See Table 25 and Figure 25.) On average, respondents agreed that all workers should be evaluated on the same performance standards (mean=5.24, n=169, SD=1.87).

| Table 25: Responses to "All workers, including persons with disabilities, should be evaluated on the same performance standards." | | |
|--|------------|-------------|
| | # | % |
| 1 (Completely Disagree) | 7 | 4.1% |
| 2 | 12 | 7.1% |
| 3 | 15 | 8.8% |
| 4 (Neutral) | 25 | 14.7% |
| 5 | 16 | 9.4% |
| 6 | 28 | 16.5% |
| 7 (Completely Agree) | 66 | 38.8% |
| No Response | 1 | 0.6% |
| Total | 170 | 100% |



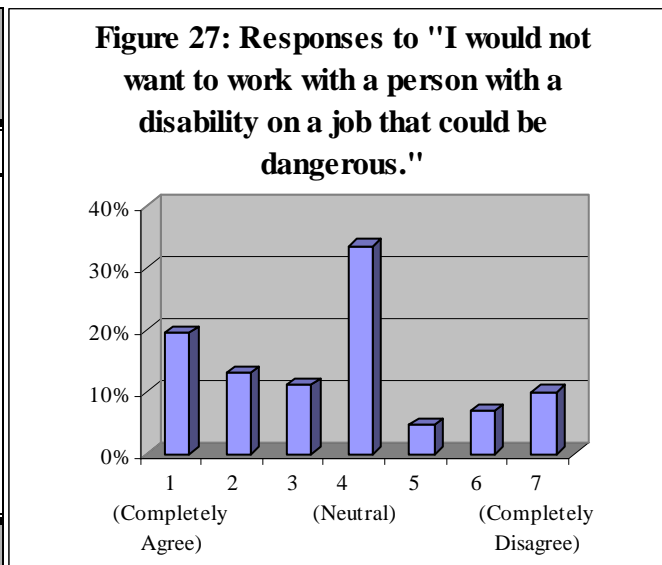
The sixteenth statement in Section III is, "It is important to have persons with disabilities in the workforce." Of the 170 participants, just over 5% disagreed to some extent with the statement, 38 (22.4%) responded with a "4 (Neutral)," and approximately 72% agreed to some extent with the statement. One participant (0.6%) did not respond. (See Table 26 and Figure 26.) On average, respondent agreed that it is important to have persons with disabilities in the workforce (mean=5.71, 169, SD=1.51).

| Table 26: Responses to "It is important to have persons with disabilities in the workforce." | | |
|---|------------|-------------|
| | # | % |
| 1 (Completely Disagree) | 4 | 2.4% |
| 2 | 1 | 0.6% |
| 3 | 4 | 2.4% |
| 4 (Neutral) | 38 | 22.4% |
| 5 | 16 | 9.4% |
| 6 | 27 | 15.9% |
| 7 (Completely Agree) | 79 | 46.5% |
| No Response | 1 | 0.6% |
| Total | 170 | 100% |



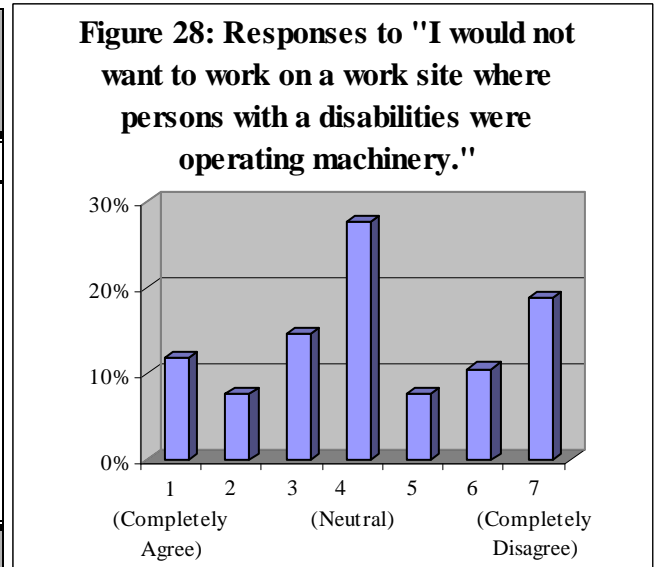
The seventeenth statement in Section III is, "I would not want to work with a person with a disability on a job that could be dangerous." Of the 170 participants, approximately 43% agreed to some extent with the statement, with 33 (19.4%) completely agreeing. Another 57 (33.5%) responded with a "4 (Neutral)," and just over 21% disagreed to some extent with the statement. Two participants (1.2%) did not respond to the statement. (See Table 27 and Figure 27.) On average, respondents tended to agree that they would not want to work with a person with a disability on a dangerous job.

| Table 27: Responses to "I would not want to work with a person with a disability on a job that could be dangerous." | | |
|--|------------|-------------|
| | # | % |
| 1 (Completely Agree) | 33 | 19.4% |
| 2 | 22 | 12.9% |
| 3 | 19 | 11.2% |
| 4 (Neutral) | 57 | 33.5% |
| 5 | 8 | 4.7% |
| 6 | 12 | 7.1% |
| 7 (Completely Disagree) | 17 | 10.0% |
| No Response | 2 | 1.2% |
| Total | 170 | 100% |



The eighteenth statement in Section III is, "I would not want to work on a work site where persons with disabilities were operating machinery." Of the 170 participants, 58 (34.1%) agreed with the statement, 47 (27.6%) responded with a "4 (Neutral)," and 37% disagreed with the statement. Two participants (1.2%) did not respond to the question. (See Table 28 and Figure 28.) On average, respondents were neutral on whether or not they would want to work on a work site where persons with disabilities were operating machinery (mean=4.20, n=168, SD=1.93).

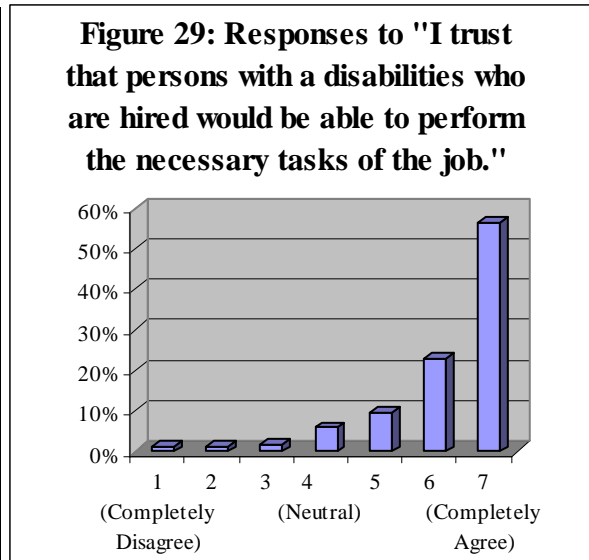
| Table 28: Responses to "I would not want to work on a work site where persons with disabilities were operating machinery." | | |
|---|------------|-------------|
| | # | % |
| 1 (Completely Agree) | 20 | 11.8% |
| 2 | 13 | 7.6% |
| 3 | 25 | 14.7% |
| 4 (Neutral) | 47 | 27.6% |
| 5 | 13 | 7.6% |
| 6 | 18 | 10.6% |
| 7 (Completely Disagree) | 32 | 18.8% |
| No Response | 2 | 1.2% |
| Total | 170 | 100% |



The nineteenth statement in Section III is, “I trust that persons with disabilities who are hired would be able to perform the necessary tasks of the job.” Of the 170 participants, just over 4% disagreed to some extent with the statement, 10 (5.9%) responded with a “4 (Neutral),” and almost 90% agreed so some extent with the statement, with over 56% completely agreeing. Two participants (1.2%) did not respond to the question. (See Table 29 and Figure 29.) On average, respondents agreed that they trust that persons with disabilities would be able to perform the necessary tasks of the job (mean=6.20, n=168, SD=1.24).

Table 29: Responses to "I trust that persons with disabilities who are hired would be able to perform the necessary tasks of the job."

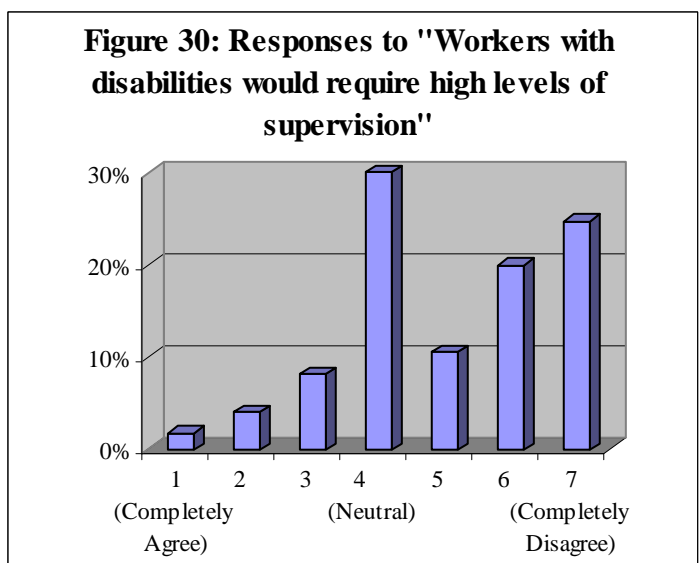
| | # | % |
|-------------------------|------------|-------------|
| 1 (Completely Disagree) | 2 | 1.2% |
| 2 | 2 | 1.2% |
| 3 | 3 | 1.8% |
| 4 (Neutral) | 10 | 5.9% |
| 5 | 16 | 9.4% |
| 6 | 39 | 22.9% |
| 7 (Completely Agree) | 96 | 56.5% |
| No Response | 2 | 1.2% |
| Total | 170 | 100% |



The twentieth statement in Section III is, “Workers with disabilities would require high levels of supervision.” Of the 170 participants, approximately 14% agreed to some extent with the statement, 51 (30%) responded with a “4 (Neutral),” and approximately 55% disagreed to some extent with the statement. One participant (0.6%) did not respond to the question. (See Table 30 and Figure 30.) On average, respondents disagreed that workers with disabilities would require high levels of supervision (mean=5.04, n=169, SD=1.58).

Table 30: Responses to "Workers with disabilities would require high levels of supervision."

| | # | % |
|-------------------------|------------|-------------|
| 1 (Completely Agree) | 3 | 1.8% |
| 2 | 7 | 4.1% |
| 3 | 14 | 8.2% |
| 4 (Neutral) | 51 | 30.0% |
| 5 | 18 | 10.6% |
| 6 | 34 | 20.0% |
| 7 (Completely Disagree) | 42 | 24.7% |
| No Response | 1 | 0.6% |
| Total | 170 | 100% |



Relationships between Survey Responses

Relationships between survey responses were identified in three steps. The first step was a factor analysis of items in Sections II and III to identify principle components which could be compiled into construct composites. The second step was to identify significant and meaningful relationships between these construct composites, the individual questions, and the demographics. The third step was to diagram these analyses in order to understand the schema of relationships.

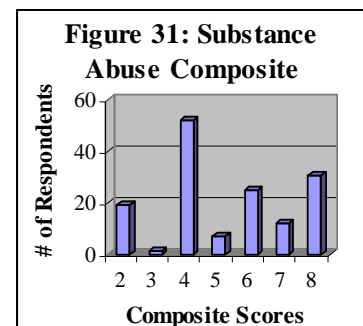
Themes in Perceived Level of Impairment

The factor analysis and subsequent conceptual analysis of items in Section II identified five constructs. These constructs are: Mental Impairments, Physical Impairments, Substance Abuse, Sensory Impairments and Other Impairments.

The construct “Mental Impairments” consists of responses to the level of impairment for the following conditions: Alzheimer’s disease, Post Traumatic Stress Disorder (PTSD), mild mental illness, moderate/severe mental illness, mild mental retardation, moderate/severe mental retardation, and Down’s syndrome. In order to receive a composite score, the respondent had to have responded to all seven questions. This construct is 79.8% reliable. The range of possible scores for this composite is from seven to 28, with an average score of 23.5 (n=140, SD=4.13). The scores for this composite are distributed normally.

The construct “Physical Impairments” consists of responses to the level of impairment for the following conditions: back injury, mobility impairment, malformation of the body, head or brain injury, loss of limb, paraplegia, arthritis, and epilepsy. In order to receive a composite score, the respondent had to have responded to all eight questions. This construct is 72.9% reliable. The range of possible scores for this composite is from eight to 32, with an average score of 21.1 (n=132, SD=3.87). The scores for this composite are distributed normally.

The construct “Substance Abuse” consists of responses to the level of impairment for the following conditions: drug addiction and alcoholism. In order to receive a composite score, the respondent had to have responded to both questions. This construct is 92% reliable. The range of possible scores for this composite is from two to eight, with an average score of 5.2 (n=147, SD=1.98). The distribution of scores for this composite is platykurtic, meaning that the scores are highly concentrated in several places, compared to the normal distribution which has a high concentration of scores only in the center of the distribution. (See Figure 31.) As a result of this unusual distribution, relationships with this composite were difficult to identify and define.



The construct “Sensory Impairments” consists of responses to the level of impairment for the following conditions: speech impairment, impaired hearing, blindness, impaired vision, and deafness. To receive a composite score, the respondent had to have responded to all five questions. This construct is 78.8% reliable. The range of possible scores for this composite is from five to 20, with an average score of 11.9 (n=147, SD=2.87). The scores for this composite are distributed normally.

The construct “Other Impairments” consists of responses to the level of impairment for the following conditions: diabetes, respiratory impairment, obesity, heart disease, high blood pressure, arthritis, HIV/AIDS, and cancer. In order to receive a composite score, the respondent had to have responded to all eight questions. This composite is 84.9% reliable. The range of possible scores for this composite is from eight to 32, with an average score of 16.7 (n=139, SD=4.63). The distribution of scores for this composite is normal.

Themes in Affective Reactions to the Employment of People with Disabilities

The factor analysis and subsequent conceptual analysis of items in Section III identified four constructs. These constructs are: Impact on Respondents’ Production, Contribution to the Workplace, Issues of Safety, and Work Environment. These constructs are also combined to create a Total Affective Reactions construct.

The construct “Impact on Respondents’ Production” is composed of questions 1 and 5. These questions concerned workload and rate of work completion. In order to receive a composite score, the respondent had to have responded to both questions. This composite is 73.2% reliable. The range of possible scores for this composite is from two to 14, with an average score of 9.5 (n=169, SD=3.18). The distribution of scores for this composite is negatively skewed, meaning that the majority of the scores are concentrated at the higher end of the scale. For this composite, a higher score equals a more positive view toward how having a person with a disability in the workplace would impact the respondent’s production.

The construct “Contribution to the Workplace” is composed of questions 3, 6, 8, 15, 16, and 19. These questions concerned contribution to the workplace, handling stress, dealing with customers directly, performance standards, the importance of having people with disabilities in the workplace, and performing the necessary tasks of the job. To receive a composite score, the respondent had to have responded to all six questions. This composite is 68.5% reliable. The range of possible scores for this composite is from six to 42, with an average score of 34.1 (n=167, SD=5.75). The distribution of scores for this composite is bimodal, meaning that the majority of the scores are concentrated in two places. In this instance, the scores are concentrated around the mean and at the higher end of the scale. For this composite, a higher score equals a more positive view of how persons with disabilities are able to contribute to the workplace.

The construct “Issues of Safety” is composed of questions 17 and 18, which concern working in dangerous environments with people with disabilities. In order to receive a composite score, the respondent had to have responded to both questions. This composite is 83.5% reliable. The range of possible scores for this composite is from two to 14, with an average score of 7.7 (n=167, SD=3.49). The distribution of scores for this composite is platykurtic, meaning that the scores are highly concentrated in several places, compared to the normal distribution which has a high concentration of scores only in the center of the distribution. For this composite, a higher score means that the respondent appears to be more comfortable with the idea of working with a person with a disability in potentially dangerous environments.

The construct “Work Environment” is composed of questions 2, 4, 7, 9, 10, 11, 12, 14, and 20. These questions concern comfort working with someone with a disability, sharing one’s workspace, covering for a co-worker, supervision, socializing, and having one’s job redesigned.

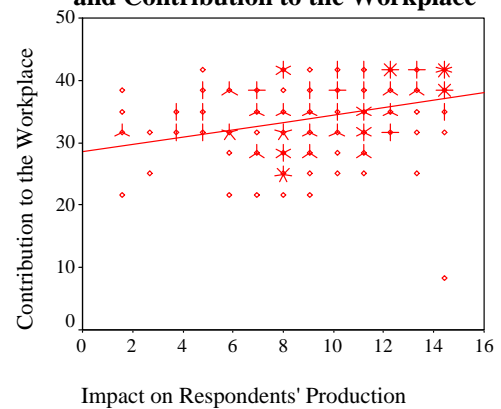
In order to receive a composite score, the respondent had to have responded to all nine questions. This composite is 72.7% reliable. The range of possible scores for this composite is from nine to 63, with an average score of 50.6 (n=162, SD=8.30). The distribution of scores for this composite is negatively skewed, meaning that the majority of the scores are concentrated at the higher end of the scale. For this composite, a higher score equals a more positive view of the impact a person with a disability would have on the work environment.

The construct “Total Affective Reactions” is composed of all of the questions in section III. In order to receive a composite score, the respondent had to have responded to all questions. This composite is 83.9% reliable. The range of possible scores for this composite is from 20 to 140, with an average score of 106.03 (n=158, SD=16.67). The distribution of scores for this composite is normal. As a whole, this construct measures how positive the respondent reacted to the questions regarding persons with disabilities, so that a higher score equals a more positive reaction to persons with disabilities in the workplace.

Relationships between Composites of Affective Reactions

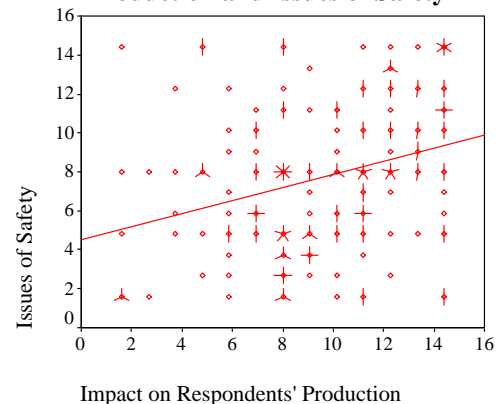
There was a somewhat linear relationship between scores for the “Impact on Respondents’ Production” composite and the scores for the “Contribution to the Workplace” composite ($r=0.330$, $n=167$, $p=0.000$). Approximately 11% of the variability in one can be attributed to the other. Therefore, the more positive the respondent perceived the contribution made by people with disabilities to the workplace, the more positive the respondent regarded the impact working with a person with a disability would have on their production. (See Figure 32.)

Figure 32: Impact on Respondents’ Production and Contribution to the Workplace



There was a somewhat linear relationship between scores for the “Impact on Respondents’ Production” composite and the scores for the “Issues of Safety” composite ($r=0.307$, $n=167$, $p=0.000$). Just over 9% of the variability in one can be attributed to the other. Therefore, the more comfortable the respondent felt about working in a dangerous environment with a person with a disability, the more positive the respondent regarded the impact working with a person with a disability would have on their production. (See Figure 33.)

Figure 33: Impact on Respondents’ Production and Issues of Safety



There was a moderately linear relationship between scores for the “Impact on Respondents’ Production” composite and the “Work Environment” composite ($r=0.416$, $n=162$, $p=0.000$). Approximately 17% of the variability in one can be attributed to the other.

Therefore, the more positive the respondent viewed the impact working with a person with a disability would have on their production, the more positive they regarded the work environment in which people with disabilities were present. (See Figure 34.)

There was a somewhat linear relationship between scores for the “Contribution to the Workplace” composite and the “Issues of Safety” composite ($r=0.234$, $n=165$, $p=0.002$). Over 5% of the variability in one can be attributed to the other. Therefore, the more comfortable the respondent felt about working in a dangerous environment with a person with a disability, the more positive the respondent perceived the contribution made by people with disabilities to the workplace. (See Figure 35.)

There was a moderately linear relationship between the scores for the “Contribution to the Workplace” composite and the “Work Environment” composite ($r=0.618$, $n=161$, $p=0.000$). Approximately 38% of the variability in one can be attributed to the other. Therefore, the more positive the respondent perceived the contribution made by people with disabilities to the workplace, the more positive they regarded the work environment in which people with disabilities were present. (See Figure 36.)

There was a moderately linear relationship between the scores for the “Issues of Safety” composite and the “Work Environment” composite ($r=0.376$, $n=160$, $p=0.000$). Approximately 14% of the variability in one can be attributed to the other. Therefore, the more comfortable the respondent felt about working in a dangerous environment with a person with a disability, the more positive they regarded the work environment in which people with disabilities were present. (See Figure 37.)

Figure 34: Impact on Respondents’ Production and Work Environment

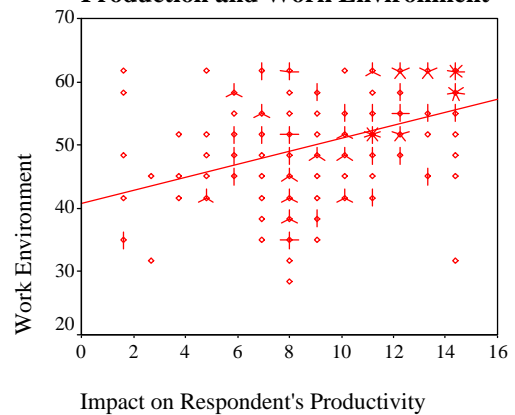


Figure 35: Contribution to the Workplace and Issues of Safety

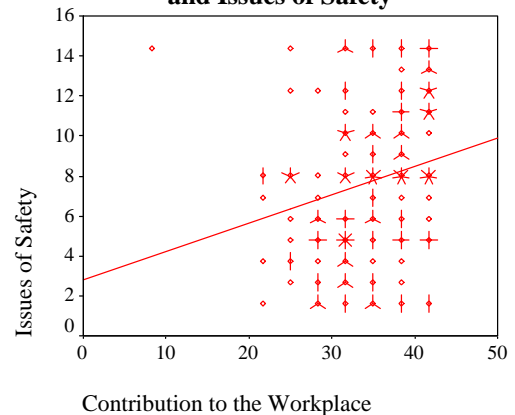


Figure 36: Contribution to the Workplace and Work Environment

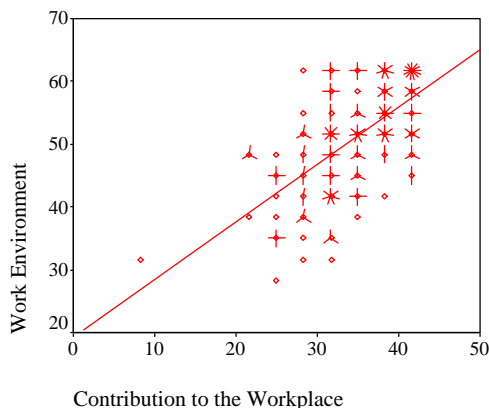


Figure 37: Issues of Safety and Work Environment

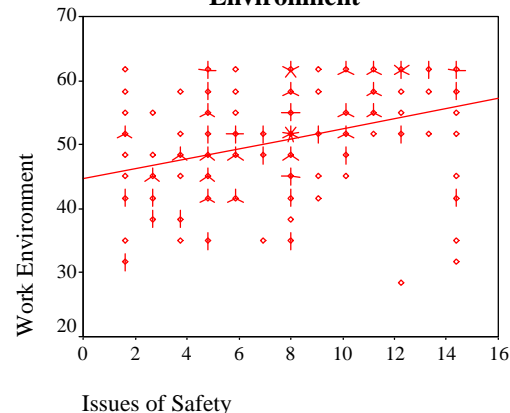
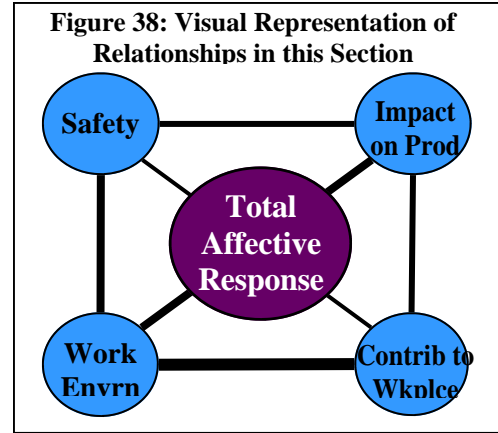


Figure 38 is a visual representation of how the four Affective Reaction constructs are related to one another as discussed above. The relationships are represented by black lines. The stronger lines represent stronger linear relationships. The “Total Affective Response” has been placed in the center of this diagram, since it is created by adding together all of the composites. This diagram forms the basis by which all other relationships will be visually represented.



Impact of Experience with People with Disabilities on Affective Responses

Tests of significance were conducted to determine relationships between demographics, impairments, and affective responses. These tests were conducted both on the constructs and on the questions separately.

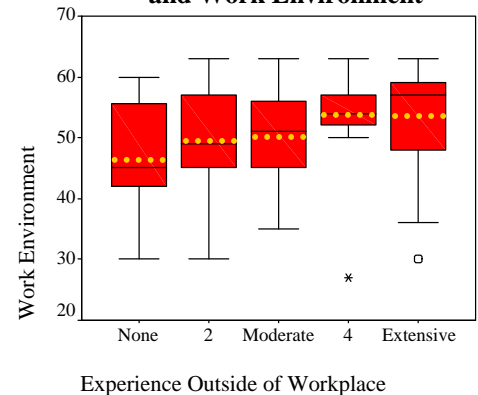
A Spearman’s Correlation shows that there is a highly significant relationship between the level of experience with a person with a disability outside of the workplace and Issues of Safety (n=152, p=0.002). This is a somewhat linear relationship (r=0.245), meaning that approximately 6% of the variability in views toward Issues of Safety can be attributed to the level of experience with a person with a disability outside the workplace. Therefore, the more experienced the respondent was with a person with a disability outside of work, the more comfortable the respondent was working in a dangerous environment with a person with a disability. (See Figure 39.)

Figure 39: Experience Outside of Workplace and Issues of Safety



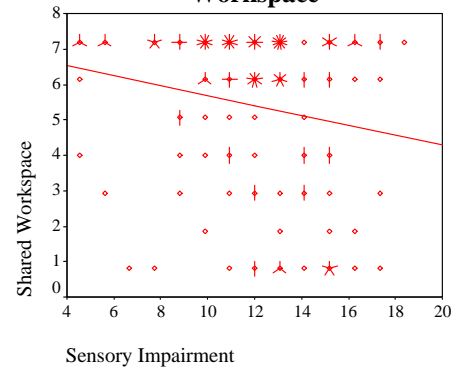
A Spearman’s Correlation shows that there is a highly significant relationship between the level of experience with a person with a disability outside of the workplace and Work Environment (n=147, p=0.008). This is a weak linear relationship (r=0.219), meaning that 4.8% of the variability in views regarding the work environment can be attributed to differences in the level of experience with a person with a disability outside the workplace. Therefore, the more experienced the respondent was with a person with a disability outside of the workplace, the more positive they regarded the work environment in which people with disabilities were present. (See Figure 40.)

Figure 40: Experience Outside of Workplace and Work Environment

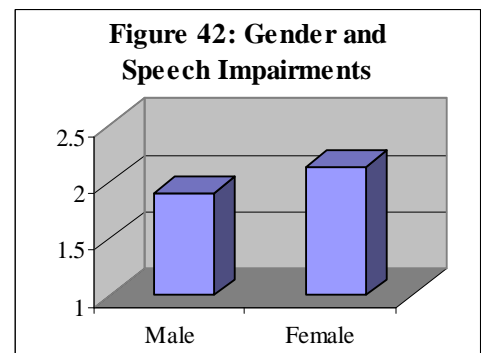


A Spearman's Correlation shows that there is a significant relationship between how disabling sensory impairments are perceived to be and how comfortable the respondent is with the idea of sharing their workspace with a person with a disability (n=145, p=0.014). This is a weak linear relationship (r=-0.204), meaning that 4.1% of the variability in Shared Workspace can be attributed to the degree that sensory impairments are perceived to be disabling. Therefore, the more disabling the respondent perceived sensory impairments to be, the more uncomfortable they were with the idea of sharing their workspace with a person with a disability. (See Figure 41.)

Figure 41: Sensory Impairments and Shared Workspace

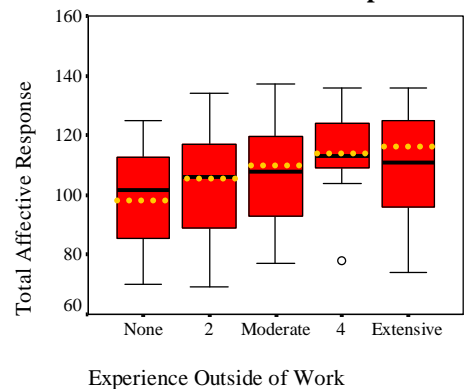


An independent samples t-test shows that there is a significant difference between how disabling a speech impairment is perceived to be according to gender (t=-2.135, df=149, p=0.034). The average perception of how disabling a speech impairment for males was just below "Somewhat Disabling" (mean=1.91, n=82, SD=0.06). The average perception of how disabling a speech impairment was for females was just above "Somewhat Disabling" (mean=2.14, n=69, SD=0.09). Therefore, female respondents perceived speech impairments to be more disabling than did male respondents. (See Figure 42.)



A Spearman's Correlation shows that there is a significant relationship between the level of experience with a person with a disability outside of the workplace and the Total Affective Response (n=143, p=0.022). This is a weak linear relationship (r=0.191), meaning that only 3.6% of the variability in the Total Affective Response can be attributed to differences in the level of experience with a person with a disability outside the workplace. Therefore, the more experienced the respondent was with a person with a disability outside of the workplace, the more positive their reactions toward working with a person with a disability in general. (See Figure 43.)

Figure 43: Experience Outside of Workplace and Total Affective Response



A Spearman's Correlation shows that there is a significant relationship between how long the respondent worked with a person with a disability and the level of experience the respondent reported having with a person with a disability outside of work (n=100, p=0.019). This is a somewhat linear relationship (r=0.235), meaning that 5.5% of the variability in the reported experience with persons with disabilities outside of work can be attributed to the length of time worked with a person with a disability. Therefore, the longer respondents worked with persons with a disability in the workplace, the higher their reported level of experience with people with disabilities outside of the workplace. (See Figure 44.)

An independent samples t-test shows that there is a significant difference between how disabling a speech impairment is perceived to be by those respondents who have worked with a person with a disability compared to those who have not ($t=-2.252$, $df=145$, $p=0.026$). On average, those who have worked with a person with a disability perceive a speech impairment to be about 1.92, which is just below “Somewhat Disabling” ($n=91$, $SD=0.64$). This is significantly less than the average perception of how disabling a speech impairment is for those who have not worked with a person with a disability, which is just above “Somewhat Disabling” (mean=2.18, $n=56$, $SD=0.72$). Therefore, respondents who have worked with a person with a disability are more likely to perceive having a speech impairment as less disabling than those who have not worked with a person with a disability. (See Figure 45.)

An independent samples t-test shows that there is a significant difference between the Total Affective Response of those respondents who have worked with a person with a disability and those who have not ($t=2.234$, $df=151$, $p=0.027$). The average Total Affective Response for those who have worked with a person with a disability is 108.7 ($n=96$, $SD=1.65$). This is statistically different from the average Total Affective Response of those who have not worked with a person with a disability (mean=102.6, $n=57$, $SD=2.21$). Therefore, respondents who have worked with a person with a disability are more likely have positive reactions toward working with a person with a disability in general than those who have not worked with a person with a disability. (See Figure 46.)

Figure 47a and 47b are a visual representation of how the relationships discussed above interact with one another. The relationships are represented by black lines. The stronger lines represent stronger linear relationships. T-test analyses are represented by arrows. Speech impairments and Shared Workspace have been placed inside their respective composites.

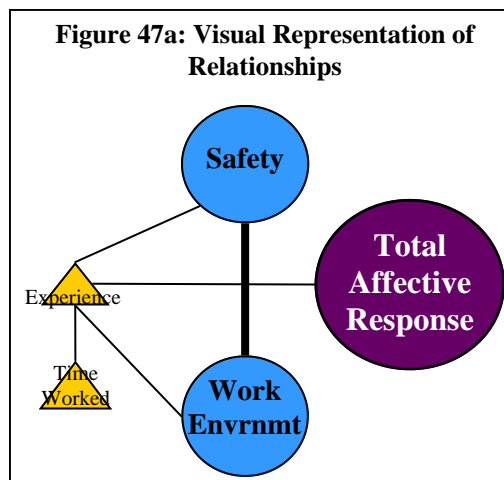


Figure 44: Experience Outside of Workplace and Time Worked w/Person with Disability

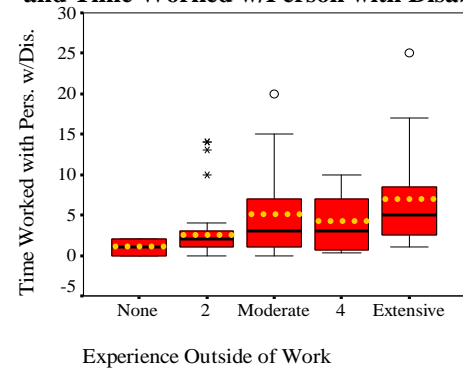


Figure 45: Worked with a Person with a Disability and Speech Impairment

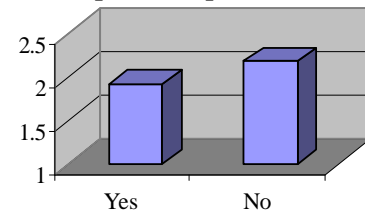


Figure 46: Worked with a Person with a Disability and Total Affective Response

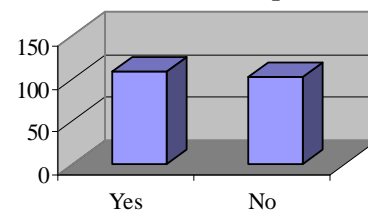
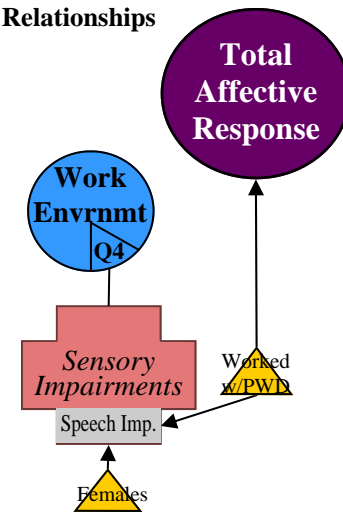


Figure 47b: Visual Representation of Relationships

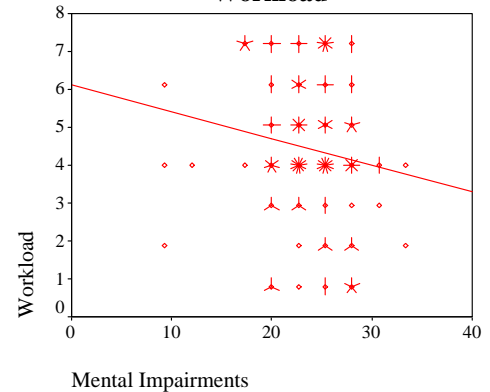


Impact of Impairments on Perceived Productivity

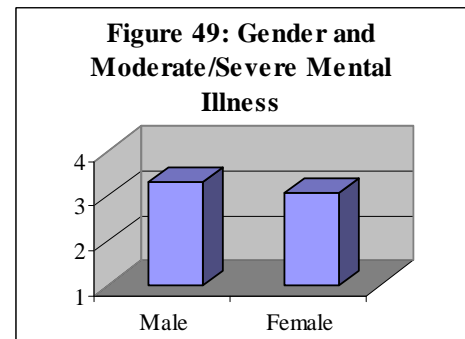
Tests of significance were conducted to determine relationships between impairments and affective responses. It was found that several impairments impacted the respondent's perceived productivity.

A Spearman's Correlation shows that there is a significant relationship between Mental Impairments and the respondent's belief that working with a person with a disability would increase their workload (n=139, p=0.037). This is a weak linear relationship (r=-0.177), meaning that only 3.1% of the variability in the perceived impact on the respondent's workload can be attributed to the respondent's belief about the extent to which mental impairments are disabling. Therefore, the more disabling respondents felt mental impairments were, the more they felt working with a person with a disability would increase their workload. (See Figure 48.)

Figure 48: Mental Impairments and Workload

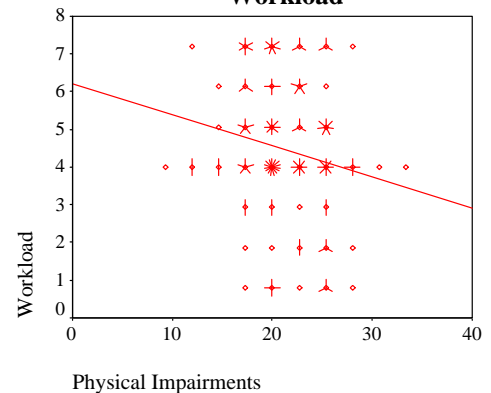


An independent samples t-test shows that there is a significant difference between how disabling a moderate or severe mental illness is perceived to be according to gender (t=1.998, df=153, p=0.047). The average perception of how disabling a moderate or severe mental illness is perceived to be for males was between "Disabling" and "Very Disabling" (mean=3.33, n=81, SD=0.73). The average perception of how disabling a moderate or severe mental illness was for females was just above "Disabling" (mean=3.07, n=74, SD=0.93). Therefore, male respondents perceived moderate to severe mental illness to be more disabling than did female respondents. (See Figure 49.)



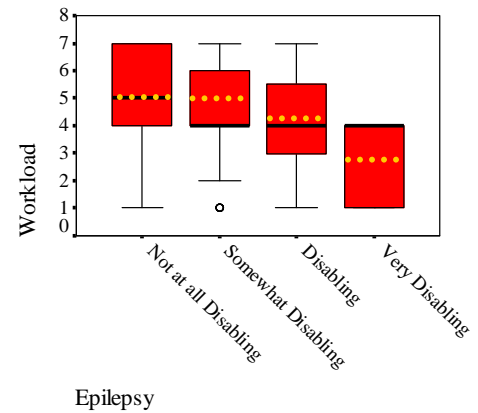
A Spearman's Correlation shows that there is a significant relationship between Physical Impairments and the respondent's belief that working with a person with a disability would increase their workload (n=131, p=0.022). This is a weak linear relationship (r=-0.201), meaning that only 4% of the variability in the perceived impact on the respondent's workload can be attributed to the respondent's belief about the extent to which physical impairments are disabling. Therefore, the more disabling respondents felt physical impairments were, the more they felt working with a person with a disability would increase their workload. (See Figure 50.)

Figure 50: Physical Impairment and Workload



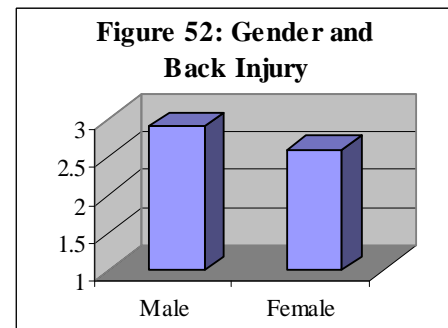
A Spearman's Correlation shows that there is a highly significant relationship between Epilepsy and the respondent's belief that working with a person with a disability would increase their workload (n=144, p=0.006). This is a somewhat linear relationship (r=-0.228), meaning that 5.2% of the variability in the perceived impact on the respondent's workload can be attributed to the respondent's belief about the extent to which physical impairments are disabling. Therefore, the more disabling respondents felt epilepsy was, the more they felt working with a person with a disability would increase their workload. (See Figure 51.)

Figure 51: Epilepsy and Workload



An independent samples t-test shows that there is a significant difference between how disabling males and females perceive a back injury to be (t=2.250, df=150, p=0.026). On average, males perceived a back injury to be just below "Disabling" (mean=2.90, n=82, SD=0.81), and females perceived a back injury to be between "Somewhat Disabling" and "Disabling" (mean=2.59, n=70, SD=0.93). Therefore, male respondents perceived a back injury to be more disabling than female respondents. (See Figure 52.)

Figure 52: Gender and Back Injury



A Spearman's Correlation shows that there is a significant relationship between Age and how disabling paraplegia is perceived to be (n=143, p=0.042). This is a weak linear relationship (r=-0.170), meaning that only 2.9% of the variability in the perception of how disabling paraplegia is can be attributed to the respondent's age. Therefore, the older the respondent, the less disabling they perceived paraplegia to be. (See Figure 53.)

Figure 53: Age and Paraplegia

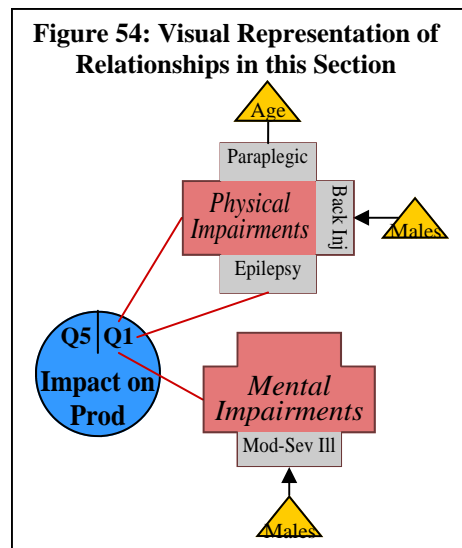
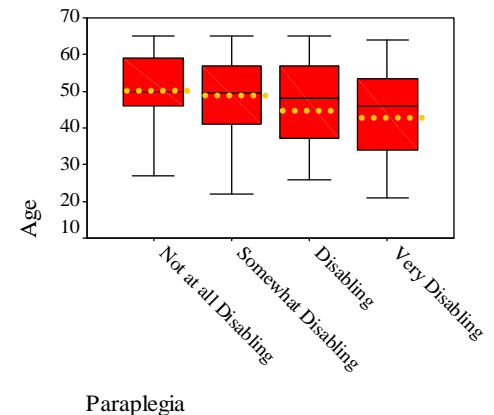


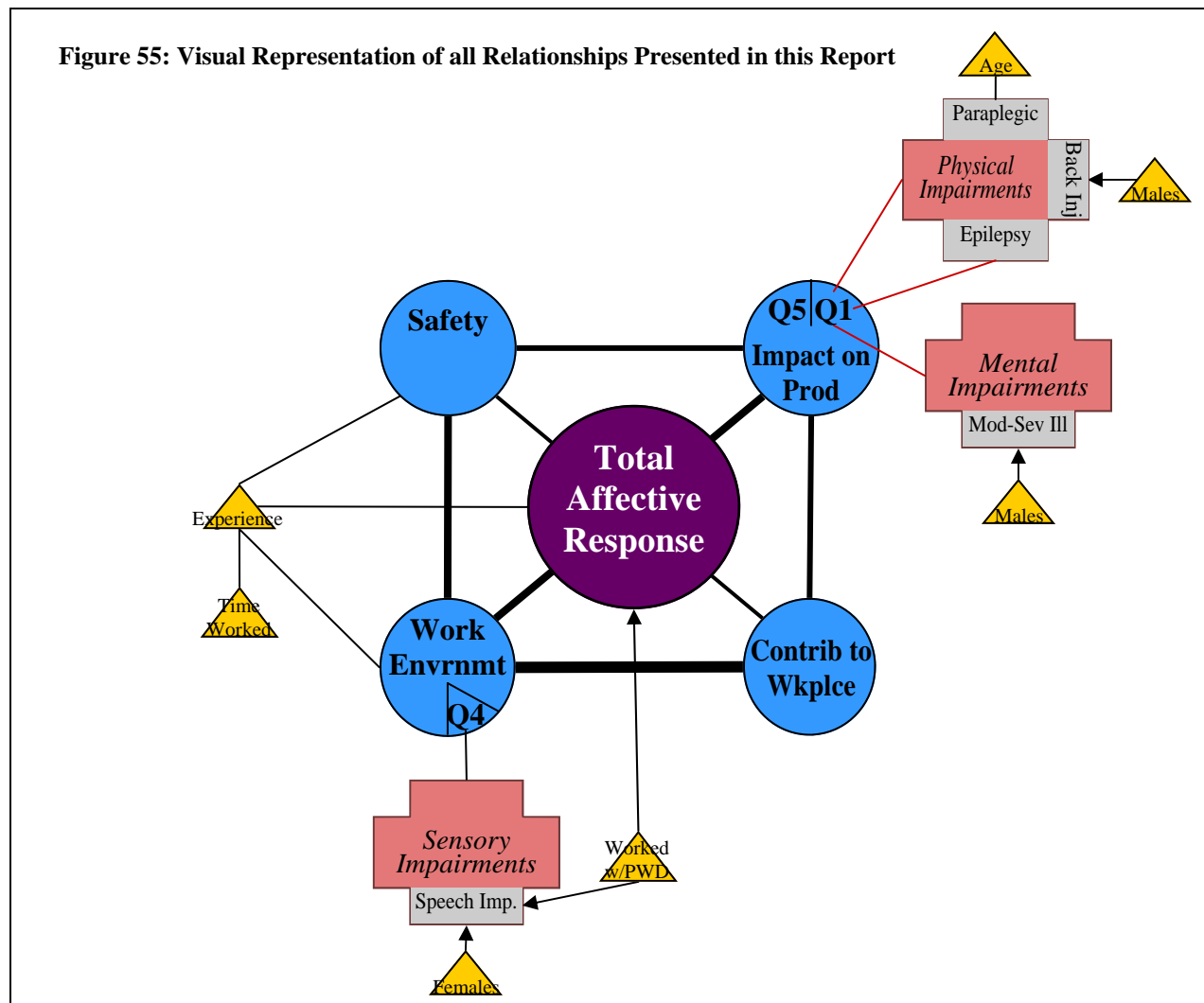
Figure 54 is a visual representation of how the relationships discussed in this section interact with one another. The relationships are represented by lines. The stronger lines represent stronger linear relationships. Red lines represent negative relationships and black lines represent positive relationships. T-test analyses are represented by arrows. Individual questions that were significantly related to other items were placed inside the appropriate composite.

Respondent's Disability Status

Statistical analyses determined that those who have a disability perceive high blood pressure, a respiratory impairment, PTSD, cancer, heart disease, and obesity to be more disabling than those who do not have a disability. On the other hand, whether or not a person had a disability had no impact on the affective reactions toward working with people with disabilities.

Visual Representation of All Relationships

Figure 55 is a visual representation of how the relationships discussed in this report interact with one another. Affective Response variables are represented by circles. Impairment variables are represented by crosses. Demographic variables are represented by triangles. Individual questions that were significantly related to other items were placed inside the appropriate composite. The relationships are represented by lines. The stronger lines represent stronger linear relationships. Red lines represent negative relationships and black lines represent positive relationships. T-test analyses are represented by arrows.



CONCLUSIONS

In general, persons of working age are accepting and supportive of having persons with disabilities in their own workplace.

The limitations of the study do not allow for a firm conclusion that there is not a significant amount of hostility against persons with disabilities in the workplace. However, the study does not support the idea that there is such hostility to any great degree.

The more experience persons of working age have with persons with disabilities, the more likely they are to be accepting and supportive of persons with disabilities in the workplace.

Safety in the workplace is the most important issue to persons of working age when considering working beside persons with disabilities.

Beliefs about the degree of impairment involved with different disabilities is specific and commonly held. That is, most people have the same beliefs.

The relationships among: people's definitions and perceptions about work and persons with disabilities; workplace and non-workplace experience; and demographics; are complex and important to understanding the full picture of how workers relate to the idea of working with persons with disabilities.

The relationships identified in this report raise questions that should be further explored, developed into research questions and answered in the future.

RECOMMENDATIONS

This report should be distributed to organizations that can make use of the findings.

Further research should be undertaken to continue this line of research.

REFERENCES

- Americans with Disabilities Act of 1990, Pub. L. No. 101-336, §2, 104 Stat. 328 (1991).
- Galvin, R. D. (2005). Researching the disabled identity: Contextualising the identity transformations which accompany the onset of impairment. *Sociology of Health and Illness*, 27(3), 393-413.
- Popovich, P. M., Scherbaum, C. A., Scherbaum, K. L., & Polinko, N. (2003). The assessment of attitudes toward individuals with disabilities in the workplace. *The Journal of Psychology*, 137(2), 163-177.
- United States Census Bureau. (2005). American Community Survey: South Carolina. Retrieved May 2006, from <http://factfinder.census.gov>

APPENDIX 1: SURVEY

A SURVEY OF OPINIONS ABOUT WORKING WITH PERSONS WITH DISABILITIES FOR THE GENERAL PUBLIC

Thank you for being willing to complete this survey. It should take you about 15 minutes. The survey is completely anonymous. No one will know what answers you gave.

Section I: Please tell us about yourself.

- 1) Please state your age _____
- 2) What is your gender? Male Female
- 3) What is your race? African American Caucasian Hispanic Other
- 4) Are you presently employed? Yes No *(If yes, go on to question 5, if no go to question 6.)*
- 5) Do you work full time (30 or more hours per week)? Yes No
- 6) If you are not working now, have you worked in the past? Yes No
- 7) If you are working or have worked, what best describes the setting where you are now working or worked most recently? *(If you have never worked, please go to Question 10.)*
 - Agriculture Manufacturing Government
 - Construction Finance, Insurance and Real Estate Services
 - Wholesale Transportation, Communications, Education
 - Retail Electric, Gas and Sanitary Services Other
- 8) Have you ever worked with a disabled person? Yes No *(If yes, go to question 9. If no, go to question 10.)*
- 9) If so, how long did you work with this person? _____ years **or** _____ Months

| | | | | | |
|--|------|----------|-----------|---|---|
| 10) Besides working with a person with disabilities, what is the level of your experience with disabled persons? | 1 | 2 | 3 | 4 | 5 |
| | None | Moderate | Extensive | | |

- 11) Do you have a physical, mental or emotional disability? Yes No *(If yes, please go to question 12. If no, please go to Section II.)*

| | | | | | |
|---|------|----------|--------|---|---|
| 12) How would you describe your degree of disability? | 1 | 2 | 3 | 4 | 5 |
| | Mild | Moderate | Severe | | |

Section II:

For each of the following conditions, please indicate the extent to which you think they are disabling to persons with the impairment. Use 1 for very disabling, 2 for disabling, 3 for somewhat disabling, and 4 for not at all disabling. If you are not familiar with the impairment, please leave the space blank.

- | | | |
|--|-----------------------------|---------------------|
| ___ Back Injury/Impairment | ___ Impaired Hearing | ___ Blindness |
| ___ Mobility Impairment | ___ Drug Addiction | ___ Impaired Vision |
| ___ High Blood Pressure | ___ Alcoholism | ___ HIV/AIDS |
| ___ Alzheimer’s disease | ___ Head/Brain Injury | ___ Cancer |
| ___ Respiratory Impairment | ___ Down’s Syndrome | ___ Paraplegic |
| ___ Speech Impairments | ___ Diabetes | ___ Obesity |
| ___ Malformations of the body | ___ Loss of Limb | ___ Heart Disease |
| ___ Post-Traumatic Stress Disorder | ___ Epilepsy | ___ Deafness |
| ___ Moderate/Severe Mental Illness | ___ Mild Mental Illness | ___ Arthritis |
| ___ Moderate/Severe Mental Retardation | ___ Mild Mental Retardation | |

Please Turn Over

Section III:

Below is a series of statements about disabled persons in the workplace. Please rate your agreement with the statement by circling the number that is closest to what your opinion of the statement is. A 1 is completely agree, a 4 is neutral and a 7 is completely disagree. If you are not working now, please answer how you would for the last place you were employed.

| | Completely Agree | | Neutral | | | Completely Disagree | |
|--|------------------|---|---------|---|---|---------------------|---|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 1) Working with a person with a disability would increase my workload. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 2) I am comfortable with the idea of working with a person with a disability. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 3) Persons with disabilities can positively contribute the workplace. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 4) I am uncomfortable with the idea of sharing my workspace with a person with a disability. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 5) Working with a person with a disability will slow down the rate at which I complete work. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 6) Persons with disabilities can handle the stresses of daily work life. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 7) I would be willing to cover work for a co-worker who had to miss work because of their disability. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 8) Workers who have disabilities should remain behind the scenes and not deal with customers directly. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 9) I would find it difficult to supervise a person with a disability. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 10) It would be difficult to be supervised by a person with a disability. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 11) I would socialize with a co-worker who has a disability during by work breaks. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 12) I wouldn't mind having my job redesigned to accommodate a co-worker with a disability. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 13) If I was on a work team with a person with a disability, I would not want my performance rewards to depend on the performance of the person with a disability. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 14) It would not be difficult to take directions from a person with a disability. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 15) All workers, including persons with disabilities, should be evaluated on the same performance standards. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 16) It is important to have persons with disabilities in the workforce. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 17) I would not want to work with a person with a disability on a job that could be dangerous. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 18) I would not want to work on a work site where persons with disabilities were operating machinery. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 19) I trust that persons with disabilities who are hired would be able to perform the necessary tasks of the job. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 20) Workers with disabilities would require high levels of supervision. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |

This instrument was adapted from Popovich, P.M., Scherbaum, C.A., Scherbaum, K.L., & Polinko, N. (2003). The assessment of attitudes toward individuals with disabilities in the workplace. Journal of Psychology, 137(2), 163-177.

Thank you for your help. Please return the survey in the stamped, self addressed envelope by Aug. 14, 2006

**APPENDIX 2
COVER LETTER**