

HOTEL ETICO  
A U S T R A L I A

**DITCH THE**

**MYTHS**

**HIRING PEOPLE WITH  
DISABILITIES IS EASIER THAN  
YOU THINK!**

[www.hoteletico.com.au](http://www.hoteletico.com.au)



# MYTHBUSTERS

**PEOPLE WITH DISABILITIES ARE LESS PRODUCTIVE**

**FACT:** Research conducted by Job Access found employees with disabilities are just as productive if not more productive than people without disabilities. They often have stronger work ethic and higher retention rates.

**ACCOMODATIONS AND ADJUSTMENTS ARE EXPENSIVE**

**FACT:** Most accommodations needed are minimal and cost-effective. There are also many government initiatives that can also assist, such as Job Access and the Employment Assistance Fund.

**HIRING PEOPLE WITH DISABILITIES IS HARD AND EXPENSIVE**

**FACT:** There are no additional costs associated with hiring a person with disability. Service providers such as DES can help you with recruitment and support. They can even offer financial incentives such wage subsidies.

**PEOPLE WITH DISABILITIES HAVE HIGHER ABSENTEEISM**

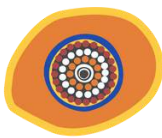
**FACT:** A national enquiry run by the Australian Human Rights Commission\* have shown that employees with disabilities are more reliable and engaged than people without disabilities. They take fewer days off, are more punctual and they stay in jobs longer. \*Willing to Work, 2018

**PEOPLE WITH DISABILITIES ARE NOT QUALIFIED**

**FACT:** People with disabilities possess a wide range of skills, talents and abilities, just like everyone else. They can hold various qualifications, including trade and tertiary degrees.

**PEOPLE WITH DISABILITIES NEED TOO MUCH SUPPORT**

**FACT:** Most people with disabilities will require minimal accommodations, if any, to perform their job duties. Some may need some support and may take a little longer to learn but once they do you will have a loyal reliable employee.



## HIRING FOR ABILITY, NOT DISABILITY: UNLEASH YOUR SME'S POTENTIAL

Tired of the same old talent pool? Look beyond the limitations and discover a diverse, dedicated workforce waiting to be unleashed. By embracing people with disabilities, your SME can unlock a wealth of untapped potential and build a more inclusive, thriving business.

Don't let outdated stereotypes hold you back. Hiring people with disabilities is not about charity, it's about smart business. It's about building a stronger, more successful SME for the future.

Contact us to learn more about how to attract, recruit, and retain talent with disabilities. Together, let's unlock the full potential of your workforce and build a more inclusive future for all. Remember: It's not about disability, it's about ability.

## PEOPLE WITH DISABILITIES ARE



motivated



loyal



reliable



productive

## HIRING PEOPLE WITH DISABILITIES GIVES YOU



access to a  
wider talent  
pool



improved  
brand image



increased  
staff  
morale



increased  
productivity



increased  
customer  
satisfaction



## Your Navigator to Inclusive Workplaces

### Gain expert advice:

Receive tailored support and guidance from Hotel Etico's experienced team, specialising in disability inclusion.

### Connect with the right talent:

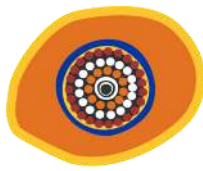
Access a network of qualified candidates with diverse abilities, ready to contribute to your success.

### Navigate accessibility challenges:

Get practical assistance in making your workplace physically, digitally, and culturally accessible for everyone.

### Receive ongoing support:

Benefit from continuous mentorship and coaching to ensure a smooth and successful integration of people with disabilities into your team.



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Australian Government  
Department of Social Services

Hotel Etico, is one of 12 organisations that have been awarded by the Department of Social Services to run the Tourism Navigator Pilot.

We are your one-stop guide to help build a more inclusive and accessible workplace across the Blue Mountains, Hawkesbury and Nepean region.



# CONTACT US



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