



DISABILITY QUIZ

Answer **True** or **False** to following statements:

	True	False
1 People who are blind hear better than do other people.		
2 American sign language (ASL) used by people who are deaf is a real language.		
3 Paraplegics often experience mental health problems.		
4 A paraplegic possessing marketable skills is quite often denied employment.		
5 People who do not have arms experience difficulty with daily activities such as eating, dressing, writing etc.		
6 Multiple sclerosis is a form of mental illness.		
7 People with cerebral palsy rarely live beyond the age of 40.		
8 Persons who have a mental handicap or developmental disability are also mentally ill.		
9 People who have epilepsy can be a danger in the workplace as unexpected seizures can cause injury to themselves and /or their co-workers.		
10 Workers with disabilities tend to have a high rate of absenteeism from work because of illness.		
11 Blind people have a high rate of on-the-job accidents.		
12 Deaf people make excellent employees in a noisy environment.		
13 All persons affected by paraplegia are totally dependent on wheelchairs for their mobility.		
14 Many deaf people regard themselves as a cultural minority rather than a disability community.		
15 Multiple sclerosis is a contagious disease.		

	True	False
16 Cerebral palsy is a progressive condition		
17 It is expensive to hire people with disabilities.		
18 It will be difficult to convince management to hire job applicants with epilepsy because the company's workers compensation and accident insurance rates will go up.		
19 Workers with AIDS or who have tested HIV positive cannot work a children's day care because they pose a safety risk of infecting the children.		
20 Workers with disabilities often need extra help from their co- workers to fulfill the requirements of their job.		
21 A person who has been diagnosed with AIDS or who has tested HIV positive is considered to be a person with a disability.		
22 A Deaf person is unable to use the telephone and is, therefore, incapable of holding an office job.		
23 Persons labeled with a psychiatric disability are often a danger to the public.		
24 If a person who is hard of hearing wanted to hear better, he or she would wear a hearing aid.		
25 Persons labeled with a psychiatric disability are often unreliable employees.		
26 An employer cannot automatically refuse to hire a person with a disability because they cannot fulfill all of the required job functions.		
27 Alcohol and / or drug dependency is considered to be a disability.		



DISABILITY QUIZ - ANSWERS

1. *People who are blind hear better than do other people.*
FALSE. Many of those who are blind train themselves to listen more carefully. Sighted people can acquire this skill with the same amount of practice.
2. *American sign language (ASL) used by people who are deaf is a real language.*
TRUE. Like any other language, there are rules for grammar, punctuation, and sentence order. Like any other language, it evolves and allows for regional usage and jargon. And, like any other language, you can only become fluent after a long period of study and practice.
3. *Paraplegics often experience mental health problems.*
FALSE. No more so than the population in general. Of course, a person who is paraplegic may become depressed in the face of the barriers to maintaining employment and living an independent life.
4. *A paraplegic possessing marketable skills is quite often denied employment.*
TRUE. Statistical analysis of the labour market shows a high rate of unemployment for persons with disabilities and within those statistic i.e. higher rates of unemployment for persons with more visible disabilities.
5. *People who do not have arms experience difficulty with daily activities such as eating, dressing, writing etc.*
FALSE. Toes and feet can be used to perform these functions.
6. *Multiple sclerosis is a form of mental illness.*
FALSE. Many people who have experienced double vision, chronic fatigue, slurred speech, lack of co-ordination, or a combination of these, but who have not yet been diagnosed as having M.S., have found themselves labeled as “hysterical” or “hypochondriacs” by doctors who have not yet equated these symptoms with multiple sclerosis. (**NOTE:** This is not to say that a person with any or all of these symptoms has

M.S.) Secondly, a person diagnosed as having M.S. may go into a state of depression. This is not part of the disease but is rather a situational response not uncommon to many who have thought of themselves as able-bodied on learning they have developed a disability.

7. *People with cerebral palsy rarely live beyond the age of 40.*

FALSE. People with cerebral palsy have a normal life expectancy and, just as with anyone else, life expectancy varies greatly.

8. *Persons who have a mental handicap or developmental disability are also mentally ill.*

FALSE. Developmental disability is frequently confused with mental illness. Persons who have a developmental disability have a delayed or limited learning response. The incidence of mental illness is no more than in any other group in society.

9. *People who have epilepsy can be a danger in the workplace as unexpected seizures can cause injury to themselves and /or their co-workers.*

FALSE: Industrial studies have shown that persons with epilepsy have slightly better safety records than other workers. Other studies show there is no significant difference in accident rates between those with epilepsy and those without it.

10. *Workers with disabilities tend to have a high rate of absenteeism from work because of illness.*

FALSE. This is a myth not born out by labour market statistics.

11. *Blind people have a high rate of on-the-job accidents.*

FALSE. It appears that a writer in the Wall Street Journal who was opposed to the American with Disabilities Act perpetuated this myth. He claimed this was the finding of a researcher reporting in the *Journal of the American Medical Association*. Workplace studies show no significant difference in accident rates between blind people and other workers.

12. *Deaf people make excellent employees in a noisy environment.*

FALSE. In truth, loud noises of a certain vibration can cause further harm to the hearing mechanism. For some who are hard of hearing, noises at certain frequencies sound much louder than they do to a

normal hearing person. This is a phenomenon called “recruitment”. Persons with a recruitment condition are sensitive to low decibel noises and exposure to such noises not only inflicts frustration but also causes pain in the ear mechanism.

13. *All persons affected by paraplegia are totally dependent on wheelchairs for their mobility.*

FALSE. Paraplegia is a condition of varying degrees of paralysis. A person who is paraplegic may be able to walk with crutches or canes, or find it necessary to rely on a wheelchair for mobility.

14. *Many deaf people regard themselves to a cultural minority rather than a disability community.*

TRUE. Deaf people have their own history, value system, jokes, language, education, social relations and rules. And for many who are Deaf, English is a second language.

15. *Multiple sclerosis is a contagious disease.*

FALSE. Multiple sclerosis (MS) is a chronic, progressive, and sometimes disabling, autoimmune disease of the central nervous system. It is NOT contagious. Multiple sclerosis is an autoimmune disease, which means the body turns against itself. In MS, the immune system mistakenly destroys its own healthy myelin tissue and cells. Normally, myelin insulates nerves throughout the body, allowing them to transmit impulses smoothly and quickly, without disruption. When myelin is damaged in any way, plaques or scars form, which block the proper conduction of electrical impulses to and from the brain and which produces the symptoms of MS. There is NO typical case of MS; the cause is unknown although there does appear to be some genetic susceptibility.

16. *Cerebral palsy is a progressive condition.*

FALSE. Cerebral Palsy is a life-long, non-evolving, non-progressive, non-hereditary condition, which affects 2-3 out of every 1000 people. It is not life threatening. Development of the brain starts in early pregnancy and continues until about the age of three. Damage to the brain during this time may result in C.P. This damage interferes with messages from the brain to the body and from the body to the brain.

17. *It is expensive to hire people with disabilities.*

FALSE. Hiring a worker with a disability may require that an “inaccessible” workplace has to be altered to “accommodate” the worker. Accommodations are “any modification of the workplace or in workplace procedures, which make it possible for a person with a disability to do the job”. According to Job Accommodations Canada [JANCAN] accommodation can include technical aids and devices as well as physical alterations to the workplace. Most accommodations are low cost, with half costing less than \$250 and many not involving any cost. Employers who have provided job accommodations say that the savings they have achieved average 27 times the cost of providing accommodations.

- 18.** *It will be difficult to convince management to hire job applicants with epilepsy because the company’s workers compensation and accident insurance rates will go up.*

FALSE. It must be remembered that accident insurance rates are not based on who is hired; they are based on the actual accident experience of the company and its industry.

- 19.** *Workers with AIDS or who have tested HIV positive cannot work in a children’s day care because they pose a safety risk of infecting the children.*

FALSE. As long as the day care institutes safety precautions for dealing with persons with open cuts or wounds, the employee who is HIV positive would not pose a safety risk to children.

- 20.** *Workers with disabilities often need extra help from their co-workers to fulfill the requirements of their job.*

FALSE. They need an accessible workplace where jobs have been modified or created to accommodate them.

- 21.** *A person who has been diagnosed with AIDS or who has tested HIV positive is considered to be a person with a disability.*

TRUE. The term “disability” has been interpreted by human rights jurisprudence to include persons with AIDS and persons who have tested HIV positive.

- 22.** *A Deaf person is unable to use the telephone and is, therefore, incapable of holding an office job.*

FALSE: The duties of an office job can be modified to accommodate a Deaf person. One such accommodation is the installation of a TTY (teletypewriter or telecommunication device for the Deaf) which allows Deaf people to communicate over the phone by typing back and forth. A TTY can only communicate with another TTY. To reach hearing people, Deaf people with TTY's usually phone an answering service staffed by hearing people who in turn transmit the call. Of course wireless messaging pager systems are rapidly increasing in popularity as they allow the user to send and receive e-mails, TTY messages, faxes, text-to-speech and speech-to-text messages. Note that TTY is the culturally preferred term as it is a term that includes hearing users. TDD implies only Deaf people use the device when in fact, hearing individuals use it as well. Note too that text messaging is rapidly changing the environment.

23. *Persons labeled with a psychiatric disability are often a danger to the public.*

FALSE. In the 1990 case of *R. v. Swain*, the Supreme Court of Canada rejected the argument that all persons found not guilty by reason of insanity should automatically be incarcerated. The Court accepted the argument that not all persons found not guilty by reason of insanity present a danger to the public and that an independent hearing is required to determine the potential posed for danger. Also statistics do not support this.

24. *If a person who is hard of hearing wanted to hear better, he or she would wear a hearing aid.*

FALSE. There are instances when a hearing aid actually impedes the ability to hear or worse, causes pain to the person wearing the aid. Hearing aids are not universally effective.

25. *Persons labeled with a psychiatric disability are often unreliable employees.*

FALSE. Some persons labeled with a psychiatric disability may require some form of job accommodation such as the rearrangement of job duties, reduced hours of work and time off for medical appointments. However, many persons with psychiatric disabilities are able to function effectively in a job.

- 26.** *An employer cannot automatically refuse to hire a person with a disability because they cannot fulfill all of the required job functions.*
TRUE. Human rights legislation requires an employer to accommodate a worker with a disability short of undue hardship. The term “accommodation” means making appropriate arrangements, adaptations or adjustments to the work place to address the employment barriers encountered by an employee with a disability.
- 27.** *Alcohol and / or drug dependency is considered to be a disability.*
TRUE. Human rights jurisprudence and some human rights statutes (e.g. Nova Scotia) define alcohol and drug dependency as a disability.

