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For Immediate Release

Breaking the Disability Barriers on the Job

Two in a Series of Eight: Career Advice Available to Publish

AUSTIN, TX [August 2008] Having a disability shouldn't stand in the way of being happy in your career. While your physical handicap, illness, or mental disability might limit many areas of your life, there are ways to overcome the problems you may be forced to face. Below are some ways to rise above the unique challenges you may come across:

Know Your Rights

The Americans with Disabilities Act (ADA) of 1990 covers not only the deaf, blind, and wheelchair-bound, but was also written to include those suffering from chronic illness, mental impairments, and learning/development disabilities. This act also protects you if you've had a history of disability (past illness or mental disorder). It is absolutely illegal for an employer to deny promotions, job opportunities or training based on knowledge of a disability, and employers are obligated to, to the best of their ability, provide accessible facilities and telecommunication options to accommodate different needs.

Stay Positive and Tenacious

According to Donna Johnson of Minnesota University's Disability Services, it takes an average of 10 additional contacts to get disabled interviewees past the first step. This is often because of employer's misconceptions related to a visible disability. Despite this challenge, you have a set of unique skills, traits and abilities that you bring to the table. If you're applying for jobs that you're qualified to do, let that come across every time you interview. Remember: potential employers are not allowed to ask about your disability on an application or during an interview. It shouldn't be a factor to you or your interviewer during the screening process.

Look for Work at Large Companies

The ADA only requires companies with fifteen or more employees to follow the federal law. Depending on which state you live in, there may be local laws that require all employers to follow the rules. Regardless, larger, well-structured companies will likely have a professional human resource department to mediate your needs and have the proper facilities and technology already in place – saving time and stress.

Stay Reasonable in Your Job Search

A disabled person is more likely to hear more rejections than an able-bodied person during a job search, not unlike minorities or immigrants. It's a realistic fact unfortunately. To counteract this, have a refined job search strategy. Know what you can and cannot do, take an inventory of your skills and abilities and come up with reasonable options for employment considering your needs, limitations and most importantly – your wants. There are many opportunities that exist that will satisfy all of these areas and having confidence in your ability to do a job will make it less likely that you will be rejected.

The United States, since the ADA went into affect nearly two decades ago, continues to shift its perception of what the term disabled means. While we, as a culture, continue to grow and understand more that disability doesn't equal unemployable, you have to learn to rely on your most important advocate – YOU. Empower yourself, understand yourself and become comfortable with who you are because of your disability, not despite it. Embracing yourself in this manner will show and employers will be likely to do the same.

About the Ginac Group

The Ginac Group, Inc. is a leading provider of career development services. The company serves individuals, including chief executive officers and a host of other professionals in corporations and government agencies, as well as Fortune 500 and start-up businesses.

The Company's business consists of Career Development Services, career exploration and transition service and National Society of Career Management, training and certification for helping professionals. Founded in 1999, Ginac Group is headquartered in Austin, Texas. For more information, visit www.ginacgroup.com.