



**MAKING YOUR
BUSINESS MORE
INCLUSIVE IS EASIER
AND CHEAPER THAN
YOU THINK!**

WHAT ARE THE ADVANTAGES OF HIRING PEOPLE WITH DISABILITIES?

- ✓ Increased productivity
- ✓ Lower absentee rate
- ✓ Reduced employee turnover
- ✓ Improved employee creativity
- ✓ Positive impact from the bottom line up
- ✓ Equally qualified and credentialed employees
- ✓ Improved reputation and cultural insight
- ✓ Improved employee engagement

DID YOU KNOW THERE ARE TAX INCENTIVES FOR BUSINESSES THAT HIRE PEOPLE WITH DISABILITIES?

FEDERAL TAX INCENTIVES:

- Disabled Access Credit
- Barrier Removal Tax Deduction
- Work Opportunity Tax Credit (WOTC)

JOB TAX CREDIT FOR EMPLOYING PERSONS WITH DISABILITIES

Available through the State Division of Rehabilitation Services.

TENNESSEE WORKS TAX ACT

The Tennessee General Assembly has approved roughly \$400 million in tax cuts for Tennessee families and businesses.

Have questions about how you can make your business inclusive? Visit: www.tndisability.org/tennessee-businesses-better OR Call: 615-383-9442



INCLUSIVITY HELPS YOUR BOTTOM-LINE BUSINESS REVENUE

ADDITIONAL RESOURCES TO HELP MAKE YOUR BUSINESS INCLUSIVE

[Vocational Rehabilitation – Business Services](#)

[The Tennessee Technology Access Program \(TTAP\)](#)

[Employer Assistance and Resource Network on Disability Inclusion](#)

[Department of Labor – Office of Disability Employment Policy](#)

[American Job Centers – Career One-Stop Business Center](#)

[Job Accommodation Network \(JAN\)](#)

[Job Accommodation Network \(JAN\) For Employers](#)

[Hire Gauge – Think Beyond the Label](#)

[Disability Employment Initiative](#)

[Southwest ADA Center – Employer Portal](#)

[Tennessee Smart Start – Small Business Guide](#)

[Disability Etiquette Guide – How to Connect with People with Disabilities](#)

