

MYTH

Mental health conditions can't affect me.

Mental health conditions can affect anyone. Statistics show that **1 in 5** people in the United States will experience a mental health condition in a given year. About **1 in 25** will experience a serious mental health condition that interferes with one or more of their major life activities.

Source: <https://www.therecoveryvillage.com/mental-health/related/mental-illness-myths/>

FACT

People with a mental health condition tend to be second-rate workers.

Far from being inferior workers, people with mental health conditions may in fact be superior in many ways to their co-workers without a mental health condition. Employers who have hired these people report that their attendance and punctuality exceed the norm, and that their motivation, work quality, and job tenure is as good as – or better than – that of other employees. Research has shown that there is no difference between the productivity of workers with and without mental health conditions.

People with a mental health condition cannot tolerate stress on the job.

The response to job-related stress and precisely which factors will be perceived as stressful, varies among all people. For example, some people find an unstructured work schedule very stressful, while others feel stressed when they must conform to a strictly scheduled workflow. Some people find solitude very stressful, while others are able to focus on their work only in a quiet environment with minimal interaction. For all workers, productivity is optimized when there is a close match between the employee's needs and their working conditions.

People who have a mental health condition are unpredictable, potentially violent & dangerous.

This myth is reinforced by media portrayals of people who have a mental health condition as frequently and randomly violent. However, a research literature review conducted at Cornell University found absolutely no evidence to support such portrayals. The fact is that the vast majority of people with a mental health condition are neither dangerous nor violent.

Source: <https://www.mhapa.org/mental-illness/myths-about-mental-illness-in-the-workplace/>

Accommodations for employees with disabilities are expensive.

58% of accommodations for employees with disabilities actually cost nothing. The rest typically cost less than \$500. Simple items such as tennis balls, headlamps, and even curtains could all be used as a reasonable accommodation in the workplace.

Source: <https://utahatprogram.blogspot.com/2014/11/myth-vs-fact-cost-of-workplace.html>