

# **The National EEOC**

## **ADA Research Project**

### **At VCU**

An Annotated Bibliography

Prepared by Tom McMahon

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Dear Dr. McMahon:

As per our conversation last month regarding the research needs of the National EEOC ADA Research Project, the following sources have been compiled in accordance with your specifications:

- 1.) *Scholarly, peer-reviewed articles pertaining to the narrow topic of discrimination against people with disabilities as it relates to employment.* The articles cited below do not pertain to discrimination in other spheres (i.e. public building access, transportation, education); nor do they pertain to discrimination on the basis of other factors (i.e. sex, gender, nationality, race) except in cases where such groups exist as a sub-group within the general population of individuals with disabilities being studied. Additionally, articles pertaining to workplace discrimination as it regards to age and obesity were not included.
- 2.) *Citations in APA format accompanied by abstracts that delineate key findings of quantitative and qualitative studies.* All articles are presented in APA format with abstracts drafted either by the original author or the database provider.
- 3.) *Legal cases are to be avoided.* While this issue is intimately intertwined with the law, special care has been taken to omit articles that focus strictly on legal implications. Rather, the focus has remained on articles that present the outcomes of studies and interviews.
- 4.) *Articles published by the EEOC ADA Research Project are to be omitted.* Special care has been taken to omit the 50+ articles that have been issued by the EEOC ADA Research Project as well as researchers known to be affiliated with the Project.

The following databases were consulted in the gathering of these articles:

- 1.) ERIC – produced by the US Department of Education as a clearinghouse for education and social science information.
- 2.) PsycINFO – produced by the American Psychological Association as a collection of scholarly literature related to the field of psychology.
- 3.) Social SciSearch – maintained by the Dialog company as an international, interdisciplinary index to scholarly publications pertaining to the social sciences.
- 4.) NARIC – maintained by the National Rehabilitation Information Center as a resource in the field of rehabilitation.

5.) Global Health – maintained by Ovid as an international public health resource.

Initial searches were conducted in each database for records that were associated with the keywords **disability, discrimination and employment**. The returned records were then analyzed to determine appropriate descriptor terms that each database uses to categorize its records. Combining the original search terms with relevant descriptor synonyms then allowed for the creation of expanded search strings. The example below shows how this strategy was applied to the controlled descriptor language of the ERIC database:

**Disability OR Disabilities OR Physical Disabilities OR Mental Disorders OR Visual Impairments**

**AND**

**Discrimination OR Attitudes toward Disabilities OR Barriers Disability Discrimination OR Employer Attitudes**

**AND**

**Employment OR Work Environment OR Employment Problems OR Employment Opportunities OR Personnel Selection OR Employment Projections**

The initial keyword search of ERIC yielded only 64 potentially relevant records published in the last ten years. Using the expanded search strategy, however, 200 records were returned and then further analyzed for their usefulness. As each database consulted varies in terms of the controlled language used to categorize records, it was necessary to repeat this process as different databases were consulted.

After consulting the databases listed above, the following references were selected for this report on the basis of their relevance to the EEOC ADA Research Project's needs. There are numerous additional scholarly resources of this nature that can be accessed if required.

Respectfully submitted,

Tom McMahon

October 2009

Atchison, T.B., Sander, A.M., Struchen, M.A., High, W.M., Roebuck, T.M., Contant, C.F., Wefel, J.S., Novack, T.A. & Sherer, M. (2004). Relationship between neuropsychological test performance and productivity at 1-year following traumatic brain injury. *Clinical Neuropsychologist*, 18(2), 249-265.

While there has been strong evidence for the ability of neuropsychological performance at resolution of posttraumatic amnesia to predict later productivity, there has been less conclusive evidence for the relationship of neuropsychological test scores to concurrent productivity status. The purpose of the current study was to evaluate the relationship of neuropsychological test performance at 1 year post-injury to productivity assessed at the same time point. Participants were 518 persons with medically documented TBI who were enrolled in the TBI Model Systems Research and Demonstration Project. Stepwise logistic regression was utilized to determine the contributions of neuropsychological test scores to productivity after accounting for demographic characteristics, injury severity, and pre-injury productivity. Missing neuropsychological test scores were accounted for in the model. Variables that remained in the model and accounted for a significant proportion of the variance included age, duration of impaired consciousness, pre-injury productivity, and scores on measures of GOAT, Logical Memory II, and Trail Making Test, part B. The results indicate that neuropsychological test performance provides important information regarding the ability of persons with injury to return to productive activities. The results also indicate that inability to complete neuropsychological tests at 1 year post-injury is associated with non-productive activity. (PsycINFO Database Record (c) 2009 APA, all rights reserved)

Baldwin, M.L. & Marcus, S.C. (2007). Labor market outcomes of persons with mental disorders. *Industrial Relations: A Journal of Economy & Society*, 46(3), 481-510.

We present nationally representative estimates of unexplained employment and wage differentials between nondisabled persons and persons with mental disorders, a disabled group subject to exceptionally strong stigma. Estimates are provided for persons with mental disorders overall, and for subgroups of mood, anxiety, adjustment, and psychotic disorders. The results reveal distinctly different patterns of outcomes across subgroups, consistent with a severity gradient such that persons with adjustment disorders experience the most favorable outcomes, while persons with psychotic disorders experience the least favorable. (PsycINFO Database Record (c) 2009 APA, all rights reserved)

Ball, P., Monaco, G., Schmeling, J., Schartz, H. & Blanck, P. (2005). Disability as diversity in Fortune 100 companies. *Behavioral Sciences & the Law*, 23(1), 97-121.

Study examined the employee and supplier diversity policies found on the corporate websites of the top 100 companies on Fortune Magazine's 2003 list of the 500 most profitable companies in the nation. This information was used to classify the policies into those that: (1) include people with disabilities, (2) do not define diversity in terms of any specific group, or (3) define diversity in terms of ethnicity, gender, or other status, but do not specifically mention disability. Analysis revealed that 42 percent of the companies have diversity policies that include people with disabilities in the definition of a diverse workforce; 47 percent discuss diversity in a way that neither expressly includes or excludes employees with disabilities. Fifteen percent of supplier diversity policies include disability in the definition of diversity, but a significant number of companies use criteria that allow a business owner with a disability to benefit from the company's supplier diversity program. While most Fortune 100 companies have policies promoting workplace, and to a lesser extent, supplier diversity, those companies do not always support those policies with actions that actively promote the inclusion of people with disabilities.

Balser, D. (2007). Predictors of workplace accommodations for employees with mobility-related disabilities. *Administration & Society*, 39(5), 656-683.

Our understanding of reasonable accommodations in the workplace is incomplete. Frequently, research on disability either neglects issues of accommodation or examines the receipt of any accommodation, without specifying type. However, people with disabilities need specific accommodations, not any accommodation. This article uses comprehensive models to test the predictors of four types of accommodations received by employees with mobility-related disabilities. Overall, the results show that different factors predicted receipt of different types of accommodations. Furthermore, factors that facilitate or constrain an employer's capacity to make particular accommodations were more powerful predictors than an individual's need for accommodation or socioeconomic status. (PsycINFO Database Record (c) 2009 APA, all rights reserved)

Balser, D. & Harris, M. (2008). Factors affecting employee satisfaction with disability accommodation: A field study. *Employee Responsibilities & Rights Journal*, 20(1), 13-28.

We developed and empirically tested a model for employee satisfaction with disability accommodation (our criterion). Our sample consisted of 333 employees who had requested and received a disability accommodation. We found support for most, but not all, of the links in our model. As hypothesized, employees whose input was sought by the organization and employees who received the requested accommodation were significantly more satisfied with their disability accommodation; employee race/ethnicity was indirectly related to employee satisfaction with disability accommodation. Contrary to our model, employee gender was not related to employee satisfaction with disability accommodation. (PsycINFO Database Record (c) 2009 APA, all rights reserved)

Barclay, L.A., Markel, K.S. (2009). Ethical fairness and human rights: The treatment of employees with psychiatric disabilities. *Journal of Business Ethics*, 85(3), 333-345.

Extant business research has not addressed the ethical treatment of individuals with psychiatric disabilities. This article will describe previous research on individuals with psychiatric disabilities drawn from rehabilitation, psychological, managerial, legal, as well as related business ethics writings before presenting a framework that illustrates the dynamics of (un)ethical behavior in relation to the employment of such individuals. Individuals with psychiatric disabilities often evoke negative reactions from those in their environment. Lastly, we provide recommendations for how employees and organizations can become more proactive in providing individuals with such disabilities equal employment opportunities for both access and accommodation in the workplace. (PsycINFO Database Record (c) 2009 APA, all rights reserved)

Bhui, K., Stansfield, S., McKenzie, K., Karlsen, S., Nazroo, J. & Weich, S. (2005). Racial/ethnic discrimination and common mental disorders among workers: findings from the EMPIRIC study of ethnic minority groups in the United Kingdom. *American Journal of Public Health*, 95(3), 496-501.

Objectives: We measured perceived discrimination and its association with common mental disorders among workers in the United Kingdom. Methods: We conducted a secondary analysis of a national sample of 6 ethnic groups (n = 2054). Discrimination was measured as reports of insults; unfair treatment at work; or job denial stemming from race, religion, or language. The outcome assessed was presence of common mental disorders. Results: The risk of mental disorders was highest among ethnic minority individuals reporting unfair treatment (odds ratio (OR) = 2.0; 95% confidence interval (CI) = 1.2, 3.2) and racial insults (OR = 2.3; 95% CI = 1.4, 3.6). The overall greatest risks were observed among Black Caribbeans exposed to unfair treatment at work (OR = 2.9; 95% CI = 1.2, 7.3) and Indian (OR=3.1; 95% CI = 1.4, 7.2), Bangladeshi (OR = 32.9; 95% CI = 2.5, 436.0), and Irish (OR = 2.9; 95% CI = 1.1, 7.6) individuals reporting insults. Conclusions: Racial/ethnic discrimination shows strong associations with common mental disorders. (PsycINFO Database Record (c) 2009 APA, all rights reserved)

Bianchini, K. J., Curtis, K. L. & Greve, K. W. (2006). Compensation and malingering in traumatic brain injury: A dose-response relationship? *Clinical Neuropsychologist*, 20(4), 831-847.

The purpose of this study was to determine if there is a dose-response relationship between potential monetary compensation and failure on psychological indicators of malingering in traumatic brain injury. 332 traumatic brain injury patients were divided into three groups based on incentive to perform poorly on neuropsychological testing: no incentive; limited incentive as provided by State law; high incentive as provided by Federal law. The rate of failure on five well-validated malingering indicators across these groups was examined. Cases handled under Federal workers compensation laws showed considerably higher rates of failure and diagnosable malingering than cases handled under State law. The findings indicate that monetary compensation associated with workers compensation claims is a major motive for exaggeration and malingering of problems attributed to work-related brain injuries. The clinician's index of suspicion regarding exaggeration and malingering of symptoms and deficits should be much higher in the context of Federal workers compensation claims, particularly in patients who have suffered only mild traumatic brain injury. (PsycINFO Database Record (c) 2009 APA, all rights reserved)

Bisiker, J., Millinchip, K. (2007). Developing a work rehabilitation project: 'Equal pathways to work.' *British Journal of Occupational Therapy*, 70(6), 259-263.

Informal multiagency guidelines had been developed in Wolverhampton in an attempt to provide a pathway for clients to return to work following a period of rehabilitation. This resulted in a successful bid for European Social Funding, which enabled a dedicated occupational therapist and a project coordinator to be appointed for a 3-year period. This report discusses the process of setting up the project and evaluates the success of the project in assisting clients to return to work or retraining. (PsycINFO Database Record (c) 2009 APA, all rights reserved)

Blanck, P.D., Sandler, L.A., Schmeling, J.L. & Schartz, H.A. (2000). The emerging workforce of entrepreneurs with disabilities: Preliminary study of entrepreneurship in Iowa. *Iowa Law Review*, 85, 1583-1661.

Iowa's emerging workforce of entrepreneurs with disabilities and the design of Iowa's Entrepreneurs with Disabilities (EWD) program were examined in an exploratory study. The study focused on the following issues: organizational characteristics of the EWD program; the characteristics of EWD applicants and their motivations for choosing self-employment; the impact of disability on potential success as an entrepreneur; the impact of participation in the EWD program; and questions for future study of entrepreneurs with disabilities. Data were collected from the following sources: (1) a literature review; (2) a review of Iowa's EWD program and its policies and procedures; (3) an analysis of more than 500 EWD program applications, and (4) telephone interviews with a stratified subsample of 30 EWD participants. Of the 30 EWD applicants interviewed, 25 (83%) reported having had incomes before the onset of their disability (median pre-disability income, \$25,000). The following were among the recurrent themes mentioned by the interviewees: the economic implications of self-employment; independence and commitment to self-employment; health care and insurance needs associated with self-employment; encountering discrimination before and after self-employment; and the challenges of staying self-employed. The summary form of the structured and open-ended interview questions is appended.  
(Contains 299 footnotes.) (MN)

Brostrand, H.L. (2006). Tilting at windmills: Changing attitudes toward people with disabilities. *Journal of Rehabilitation*, 72(1), 4-9.

Federal legislation has laid the foundation for the fair and equitable treatment of people with disabilities, yet their unemployment rate remains far above that of people without disabilities. Employers, agencies, and other entities may not be predisposed to provide equitable treatment and equal access to individuals with disabilities. If employers have negative attitudes toward people with disabilities, discrimination can result. Individuals' behaviors may be influenced more by attitudes and beliefs than by legal mandates. Attitude change is essential to creating workforce equal opportunity. Employer education and training may be a simple, low cost method for changing beliefs and attaining equality. Tilting at Windmills is designed to increase workplace sensitivity and awareness about disability and to reduce prejudice and discrimination. Reprinted by permission of the publisher.

Bruyere, S.M., Erickson, W.A. & VanLooy, S. (2004). Comparative study of workplace policy and practices contributing to disability nondiscrimination. *Rehabilitation Psychology*, 49(1), 28-38.

Objective: To assess the impact of disability nondiscrimination legislation on employer practices in the United States and the United Kingdom. Study Design: U.S. and U.K. human resource professionals were surveyed about their experience with implementation of the legislation.

Results: Both U.S. and U.K. employers are responding to their respective legislation by making accommodations-adjustments needed by applicants and employees with disabilities.

Conclusions: Rehabilitation psychologists and other health care professionals working with people with disabilities must understand employee rights and employer responsibilities under this legislation, know where employers may have difficulty in responding to an accommodation request, and be familiar with the existing workplace resources and processes that can support an effective response to such requests. (PsycINFO Database Record (c) 2009 APA, all rights reserved)

Burge, P., Ouelete-Kuntz, H. & Lysaght, R. Public views on employment of people with intellectual disabilities. *Journal of Vocational Rehabilitation*, 26(1), 29-37.

Telephone survey measured public perceptions of the competence of people with intellectual disabilities (ID) and their inclusion in the workplace. Responses were analyzed to reflect participants' perception of: (1) the best type of employment for most adults with ID, (2) the impacts of integrated employment for people with ID, and (3) barriers to workplace inclusion. The majority of the 680 respondents identified some form of integrated work as the best type of employment for most adults with ID. The majority of respondents (72 percent) believed that people with ID would likely require monitoring to ensure that the job is done correctly. Respondents indicated that a lack of employment training programs for people with ID was a major obstacle to increased inclusion.

Burchardt, T. (2004). Aiming high: The educational and occupational aspirations of young disabled people. *Support for Learning*, 19(4), 181-186.

This article provides an overview of the aspirations and expectations disabled teenagers form for their future education and employment and the factors which are associated with positive aspirations. After reviewing what is already known about the formation of aspirations in general, and among young disabled people in particular, Tania Burchardt presents preliminary analysis from original research using two large-scale representative surveys: the Youth Cohort Study (YCS) and the 1970 British Cohort Study (BCS70). The results indicate that young disabled people have similar aspirations to their non-disabled counterparts, although tempered in some cases with a recognition that there are likely to be obstacles in the world of work. There is also some tentative evidence that young disabled people feel less well served by advice and support services. SEN coordinators in secondary schools and further education, and Connexions advisors, need to ensure that they encourage positive aspirations, especially among young people from disadvantaged backgrounds, while offering practical support in overcoming disabling barriers. (Abstractor: Author)

Catalano, D., Pereira, A. P., Wu, M., Ho, H., Chan, F. (2006). Service patterns related to successful employment outcomes of persons with traumatic brain injury in vocational rehabilitation. *NeuroRehabilitation*, 21(4), 279-293.

(Correction Notice: An erratum for this article was reported in Vol 22(2) of *NeuroRehabilitation* (see record - 2007-11685-013). When this article was first published, there was an error in Fig. 2: The "No" and "Yes" boxes under "Job Placement" contained the wrong numbers. The figure given in the erratum is the correct version.) This study analyzed the Rehabilitation Services Administration (RSA) case service report (RSA-911) data for fiscal year 2004 to examine effects of demographic characteristics, work disincentives, and vocational rehabilitation services patterns on employment outcomes of persons with traumatic brain injuries (TBI). The results indicated that European Americans (53%) had appreciably higher competitive employment rates than Native American (50%), Asian Americans (44%), African Americans (42%), and Hispanic/Latino Americans (41 %). Clients without co-occurring psychiatric disabilities had a higher employment rate (51%) than those with psychiatric disabilities (45%). Clients without work disincentives showed better employment outcomes (58%) than those with disincentives (45%). An important finding from this analysis was the central role of job search assistance, job placement assistance, and on-the-job support services for persons with TBI in predicting employment outcomes. A data mining technique, the exhaustive CHAID analysis, was used to examine the interaction effects of race, gender, work disincentives and service variables on employment outcomes. The results indicated that the TBI clients in this study could be segmented into 29 homogeneous subgroups with employment rates ranging from a low of 11% to a high of 82%, and these differences can be explained by differences in work disincentives, race, and rehabilitation service patterns. (PsycINFO Database Record (c) 2009 APA, all rights reserved)

Conley, R.W. (2003). Supported employment in Maryland: Successes and issues. *Mental Retardation*, 41(4), 237-49.

A survey of 49 Maryland service providers offering vocational services found the weekly earnings of persons placed in supported employment were 3.5 times the earning of persons employed on the premises of the service provider. Nevertheless, there was strong evidence that substantial improvements are needed, and possible, in supported employment. (Contains references.) (Author/CR)

Cook, J.A. (2006). Employment barriers for persons with psychiatric disabilities: Update of a report for the president's commission. *Psychiatric Services, 57*(10), 1075-2730.

A major public policy problem is the extremely low labor force participation of people with severe mental illness coupled with their overrepresentation on the public disability rolls. This situation is especially troubling given the existence of evidence-based practices designed to return them to the labor force. This article reviews research from the fields of disability, economics, health care, and labor studies to describe the nature of barriers to paid work and economic security for people with disabling mental disorders. These barriers include low educational attainment, unfavorable labor market dynamics, low productivity, lack of appropriate vocational and clinical services, labor force discrimination, failure of protective legislation, work disincentives caused by state and federal policies, poverty-level income, linkage of health care access to disability beneficiary status, and ineffective work incentive programs. The article concludes with a discussion of current policy initiatives in health care, mental health, and disability. Recommendations for a comprehensive system of services and supports to address multiple barriers are presented. These include access to affordable health care, including mental health treatment and prescription drug coverage; integrated clinical and vocational services; safe and stable housing that is not threatened by changes in earned income; remedial and post-secondary education and vocational training; benefits counseling and financial literacy education; economic security through asset development; legal aid for dealing with employment discrimination; peer support and self-help to enhance vocational self-image and encourage labor force attachment; and active involvement of U.S. business and employer communities.

Cook, J.A., Leff, H.S., Blyler, C.R., Gold, P.B., Goldberg, R.W., Clark, R.E., Onken, S.J., Shafer, M.S., Blankerts, L.E., McFarlane, W.R., Razzano, L.A., Burke-Miller, J.K. (2006). Estimated payments to employment service providers for persons with mental illness in the Ticket to Work program. *Psychiatric Services, 57*(4), 465-471.

Objective: The Ticket to Work and Work Incentives Improvement Act of 1999 removes work disincentives and promotes access to vocational services for people with disabilities. This study calculated the amount of payments that would have been made to employment service providers if study participants had been enrolled in the Ticket program. Methods: Data were from 450 Social Security Disability Insurance beneficiaries with psychiatric disabilities enrolled in a multisite study of supported employment. Earnings over two years were used to calculate provider payments under two reimbursement formulas used in the Ticket program. Results: Only a quarter of service recipients (26 percent) reached earnings levels that would have triggered provider payments under the first reimbursement formula. Only 4 percent would have completed their trial work period and left the rolls, generating payments under the second formula. Conclusions: The current provider payment systems of the Ticket to Work program do not reflect the reality of rehabilitation for individuals with severe mental illness. Reforms should take into account outcomes of return-to-work services for this population. (PsycINFO Database Record (c) 2009 APA, all rights reserved)

Cook, J.A., Mulkern, V., Grey, D.D., Burke-Miller, J., Blyler, C.R., Razzano, L.A., Onken, S.J., Balsler, R.M., Gold, P.B., Shafer, M.S., Kaufman, C.L., Donegan, K., Chow, C.M. & Steigman, P.A. (2006). Effects of local unemployment rate on vocational outcomes in a randomized trial of supported employment for individuals with psychiatric disabilities. *Journal of Vocational Rehabilitation, 25*(2), 71-84.

The purpose of this study was to explore the effects of local unemployment rates on evidence-based supported employment (SE) programs tailored for people with psychiatric disabilities. Participants (n = 1,273) from 7 states in the US were randomly assigned to experimental SE or services as usual/comparison conditions and followed for 24 months. Mixed-effects random regression analysis found that both local unemployment rate and study condition were significant predictors of competitive employment and working 40 or more hours per month. An interaction between study condition and unemployment rate was found, in which participants in areas with low unemployment receiving best practice SE had consistently better outcomes than all others. However, even in areas with high unemployment, those who received evidence-based SE had outcomes superior to those in the control condition. This confirms the influence of local labor market forces on individuals with psychiatric disabilities participating in vocational rehabilitation programs. It also suggests that those who are attempting to return to work in areas with weak local economies are likely to fare especially poorly if they are not receiving high quality SE interventions. Thus, use of evidence-based SE can help to ameliorate the effects of high unemployment on work outcomes. (PsycINFO Database Record (c) 2009 APA, all rights reserved)

Coutu, M., Baril, Raymond, D., M., Cote, D. & Rouleau, A.. (2007). Representations: An important key to understanding workers' coping behaviors during rehabilitation and the return-to-work process. *Journal of Occupational Rehabilitation, 17*(3), 522-544.

Article reviews the literature on the illness representation concept from the fields of anthropology, sociology, and psychology in order to gain a better understanding of its application in the context of musculoskeletal disorders. These representations provide an important key to understanding what motivates workers during rehabilitation and the return-to-work process. An electronic literature search from 1960 on was conducted in medical, paramedical, and social science databases using predetermined key words. After screening abstracts based on a set of criteria, content analysis was performed on the 131 articles selected. The theoretical models and approaches identified can be divided into 3 categories: (1) personal experience; (2) interactionist; and (3) sociocultural. The models found in sociology and anthropology are mainly descriptive and developed in a medical context, and only rarely in an occupational health context. However, these models could add elements to psychosocial models that are more dynamic and oriented toward understanding the reasons behind specific behaviors.

Corrigan, P., Larson, J.E. & Kuwabara, S. A. (2007). Mental illness stigma and the fundamental components of supported employment. *Rehabilitation Psychology*, 52(4), 451-457.

**Purpose/Objective:** The success of supported employment programs will partly depend on the endorsement of stigma in communities in which the programs operate. In this article, the authors examine 2 models of stigma--responsibility attribution and dangerousness--and their relationships to components of supported employment--help getting a job and help keeping a job. **Research Method/Design:** A stratified and randomly recruited sample (N=815) completed responses to a vignette about "Chris," a person alternately described with mental illness, with drug addiction, or in a wheelchair. Research participants completed items that represented responsibility and dangerousness models. They also completed items representing 2 fundamental aspects of supported employment: help getting a job or help keeping a job. **Results:** When participants viewed Chris as responsible for his condition (e.g., mental illness), they reacted to him in an angry manner, which in turn led to lesser endorsement of the 2 aspects of supported employment. In addition, people who viewed Chris as dangerous feared him and wanted to stay away from him, even in settings where people with mental illness might work. **Conclusions/Implications:** Implications for understanding supported employment are discussed. (PsycINFO Database Record (c) 2009 APA, all rights reserved)

Corrigan, P., Thompson, V., Lambert, D., Sangster, Y., Noel, J.G. & Campbell, J. (2003). Perceptions of discrimination among persons with serious mental illness. *Psychiatric Services*, 54(8), 1105-1110.

The authors examined discrimination experienced by persons with mental illness by comparing self-reports of discrimination due to mental illness to self-reports of discrimination due to other group characteristics, such as race, gender, and sexual orientation. 1,824 persons with serious mental illness completed a 2-part discrimination questionnaire. The 1st part of the questionnaire assessed Ss' perceptions about discrimination due to mental illness as well as more than half a dozen other group characteristics. The 2nd part asked Ss who reported some experience with discrimination to identify areas in which it occurred, such as employment, education, and housing. 949 Ss, or 53%, reported some experience with discrimination. The most frequent sources of this discrimination were mental disability, race, sexual orientation, and physical disability. Discrimination frequently occurred in the areas of employment, housing, and interactions with law enforcement. Areas in which discrimination was experienced did not significantly differ among groups of Ss characterized by mental disability, race, gender, sexual orientation, or physical disability. Discrimination based on group characteristics other than mental illness does not diminish the impact of stigma associated with mental illness. (PsycINFO Database Record (c) 2009 APA, all rights reserved)

Crooks, V.A. (2007). Women's experiences of developing musculoskeletal diseases: Employment challenges and policy recommendations. *Disability & Rehabilitation: An International, Multidisciplinary Journal*, 29(14), 1107-1116.

Purpose: To answer three specific questions: (i) How do women experience the workplace after the onset of a musculoskeletal disease; (ii) What employment policy and programme suggestions can they offer for ways to better support chronically ill women in their abilities to maintain workforce participation; and (iii) How are these women's employment policy and programme recommendations informed by their own lived experiences and desires? Method: In-depth interviews were conducted with 18 women who had developed musculoskeletal diseases while involved in the labour market. Data were coded and analysed thematically. Results: Participants identified three common workplace barriers experienced and three types of workplace accommodations commonly requested. They offered four specific employment policy and programme recommendations for ways to better support women who develop musculoskeletal diseases in maintaining labour market participation. It is found that their employment policy and programme recommendations are informed by their own experiences in the workplace and desires for being supported in maintaining involvement in paid labour. Conclusions: Creating employment programmes and policies that support chronically ill women in their attempts to remain involved in the workforce based on how much paid labour they are able to perform and where they are best able to work is of the utmost importance. (PsycINFO Database Record (c) 2009 APA, all rights reserved)

Crudden, A., Sansing, W. & Butler, S. (2005). Overcoming barriers to employment: Strategies of rehabilitation providers. *Journal of Visual Impairment & Blindness*, 99(6), 325-335.

Focus groups of rehabilitation providers identified barriers to the employment of persons who are visually impaired and strategies to overcome them. The barriers included negative attitudes of employers and of persons with visual impairments, inadequate transportation, the lack of access to print, and administrative issues. Strategies for overcoming each barrier are discussed. (Abstractor: Author)

Curran, C., Knapp, M., McDaid, D. & Tomasson, K. (2007). Mental health and employment: An overview of patterns and policies across Western Europe. *Journal of Mental Health*, 16(2), 195-209.

Background: The relationship between mental health problems and employment is receiving growing attention across Europe as the cost of lost productivity is appreciated. Aims: This paper reports on the preliminary collection of data on employment of people with mental health problems and related economic issues in 17 countries participating in the Mental Health Economics European Network (MHEEN). Method: A questionnaire was developed with the Network partners and statistical and narrative data collected. These local and national level data were examined for patterns and trends. Results: Across Europe, the impact of mental health problems on lost productivity is substantial and growing. A range of policies have been developed to address this challenge, covering the spectrum of issues from workplace interventions promoting positive mental health to anti-discrimination laws to enable participation in the workforce. Conclusions: While much is being done, data and information on best practice across Europe are scarce. There is a need to share and collect this information to facilitate the sharing of best practice in Europe. (PsycINFO Database Record (c) 2009 APA, all rights reserved)

Dalgin, R.S. & Bellini, J. (2008). Invisible disability disclosure in an employment interview: impact on employers' hiring decisions and views of employability. *Rehabilitation Counseling Bulletin*, 52(1), 6-15.

This study investigated the impact of disclosure of invisible disabilities (physical and psychiatric) within the employment interview process. Both the type of disability and the extent of disclosure were manipulated in an analogue experimental design. Employers (N = 60) were exposed to a short interview vignette of a potential candidate and were then asked to make a hiring decision and rate the candidate's employability. The results indicate a significant effect for disability type, with employers rating the candidate with a physical disability significantly higher than the candidate with a psychiatric disability. The findings indicate no significant effects for extent of disclosure; for the interaction of disability and extent of disclosure on employability; and for type of disability, extent of disclosure, and the interaction of disability and extent of disclosure on hiring decision. Implications of the study findings for persons with disabilities and rehabilitation counselors are discussed. (Contains 1 table.)  
(Abstractor: As Provided)

DeCaro, J.J., Mudgett-DeCaro, P. A. & Dowaliby, F. (2001). Attitudes toward occupations for deaf youths in Sweden. *American Annals of the Deaf*, 146(1), 51-59.

A study investigated the expressed advice of 76 parents, 38 elementary school teachers, and 21 deaf community leaders regarding careers for students with deafness in Sweden. Despite many advances in the country, communication in the language of the greater society was a potent factor in limiting occupational possibilities. (Contains nine references.) (CR)

Dray-Spira, R. (2008). Disease severity, self-reported experience of workplace discrimination and employment loss during the course of chronic HIV disease: differences according to gender and education. *Occupational & Environmental Medicine*, 65(2), 112-119.

Objectives: Evidence for the existence of a harmful effect of chronic disease on employment status has been provided. Although this effect of chronic illness on employment has been reported to be higher among the groups with the lowest position on the labour market, the mechanisms of such inequalities are poorly understood. The present study aimed at investigating social inequalities in the chances of maintaining employment during the course of HIV infection and at examining the correlates of such inequalities. Methods: The authors used data from a national representative sample of people living with HIV in France (ANRS-EN12-VESPA survey). Retrospective information on social trajectory and disease characteristics from the time of HIV diagnosis was available. The risk of employment loss associated with indicators of disease severity and HIV-related workplace discrimination was computed over time since HIV diagnosis according to sociodemographic and occupational factors, using Cox proportional hazards models. Results: Among the 478 working-age participants diagnosed as being HIV-infected in the era of multi-therapies and employed at the time of HIV diagnosis, 149 experienced employment loss. After adjusting for sociodemographic and occupational factors, disease severity and self-reported HIV-related discrimination at work were significantly associated with the risk of employment loss in a socially-differentiated manner: advancement in HIV disease was associated with an increased risk of employment loss among women (HR 4.45, 95% CI 2.10 to 9.43) but not among men; self-reported experience of HIV-related discrimination at work was associated with an increased risk of employment loss among individuals with a primary/secondary educational level (HR 8.85, 95% CI 3.68 to 21.30) but not among those more educated. Conclusions: Chronic HIV disease affects the chances of maintaining employment in a socially-differentiated manner, resulting in increasing inequalities regarding workforce participation. Disease severity and workplace HIV-related discrimination, particularly affecting the employment status of the most socioeconomically disadvantaged, may play a major role.

Dray-Spira, R., Lert, F., Marimoutou, C., Bouhnik, A. D. & Obadia, Y. (2003). Socio-economic conditions, health status and employment among persons living with AIDS/HIV in France in 2001. *AIDS Care*, 15(6), 739-748.

To investigate employment levels and identify barriers to work among persons living with HIV/AIDS in France in 2001, we conducted a cross-sectional study among HIV-infected patients seen in the hospital outpatient clinics of the two French regions most affected: Ile-de-France (IDF) and Provence-Alpes-Cote-d'Azur (PACA). Of the 840 outpatients included in the study, 58.8% in IDF and 46.8% in PACA were currently employed, and 28.1 and 47.8%, respectively, were receiving disability benefits. Among unemployed patients, 32.1% in IDF and 29.6% in PACA reported that they planned to (re)enter the workforce. Current and planned employment status were associated with characteristics indicative of the patients' social and demographic situation before the HIV diagnosis and with their health status at the interview. Receiving disability benefits was negatively associated with plans to return to work. HIV-related discrimination at work was reported by 11.9% of the patients in IDF and 9.2% in PACA, and was not associated with occupational status. Thus, social

Ghaziani, A. (2004). Anticipatory and actualized identities: A cultural analysis of the transition from AIDS disability to work. *Sociological Quarterly*, 45(2), 273-301.

Throughout the course of their lives, many people living with HIV/AIDS have prematurely retired onto AIDS disability. A new trend, however, has swept across the nation. Where once people were getting sick, leaving work, and embracing inevitable death, now, with advances in medical technology, many people with HIV/AIDS are renewing their lease on life and discovering a desire to go back to work. To learn how gay men's identities are impacted as they transition from AIDS disability back to the labor market, I conducted three months of fieldwork at an employment placement agency in San Francisco. During fieldwork I distributed informal questionnaires to 120 gay men and then formally interviewed 10 additional gay men who had either transitioned or were considering transitioning from AIDS disability back to work. Analyses reveal that cultural, structural, and medical contradictions typify the return to work. As gay men experience and live through these contradictions, their identities split into anticipatory and actualized components. By facilitating a reassessment of meanings and values, anticipatory identities cognitively and emotionally prepare individuals as they brave the road back to work. This version of identity represents a romanticized confluence of worker (role) identity, gay (status/master) identity, and overall sense of self (self-concept). Personal experiences with stigma, shame, and discrimination along with complexities of the workplace and medical services, however, prevent the maturation of anticipatory identities when seeking reemployment. This results in loosely coupled and situationally informed actualized identities. The relationship between these two identities suggests that many people living with HIV/AIDS-and indeed others who experience stressful life transitions-face complex choices between quality-of-life issues and the ability to survive according to external cultural and structural constraints.

Gouvier, W.D. (2004). Patterns of discrimination in hiring job applicants with disabilities: The role of disability type, job complexity, and public contact. *Rehabilitation Psychology*, 48(3), 175-181.

Objective: To evaluate the effects of disability type, job complexity, and public contact on hiring decisions. Design and Participants: An Americans With Disabilities Act (ADA; 1990) fact sheet and matched resumes with vocational and medical histories including chronic mental illness, developmental disability, closed head injury, and back injury were provided to 295 undergraduate business-related majors, who rated the applicants' suitability for 2 job positions and work shifts. Results: Findings indicated disparities in ratings of employability as a function of disability type. Paired comparisons yielded complementary findings, with effects of disability type and Disability Type X Job Complexity, but no effects of public contact. Conclusions: Stereotyping and discrimination in employment decisions apparently persist, more than 10 years after the ADA.

Grover, C. & Piggott, L. (2005). Disabled people, the reserve army of labour and welfare reform. *Disability & Society*, 20(7), 705-717.

This paper is concerned with explaining why in contemporary society there has been a number of changes to income maintenance and labour market policy for disabled people. Taking a regulation approach theoretical framework it engages with the debate about whether disabled people can be considered to be part of the reserve army of labour. Rejecting previous broad-brush approaches that seem to suggest that all disabled people are part of the reserve army, it argues that the policy changes have been aimed at reconstructing non-employed disabled people as an important part of the reserve army in a period when labour markets are becoming tighter. In this sense disabled people are crucial to New Labour's regulation of neo-liberal accumulation that is structured through a contradiction between economic stability and increasing participation in paid employment. (PsycINFO Database Record (c) 2009 APA, all rights reserved)

Harcourt, M., Lam, H. & Harcourt, S. (2005). Discriminatory practices in hiring: Institutional and rational economic perspectives. *International Journal of Human Resource Management*, 16(11), 2113-2132.

A number of research Studies have analysed the causes, conditions and consequences of discrimination. Most Of these have focused oil either gender or racial discrimination. Studies of discrimination on other grounds, including disability, have been relatively less common. This Study attempts to theoretically and empirically explore the nature of discrimination against disabled job applicants from the rational economic, as well as institutional theory, perspectives. The rational economic perspective emphasizes individual self-interest, conscious decision-making, and economic optimization. Institutional theory focuses oil organizational actions taken to gain legitimacy rather than for monetary or utility optimization. Legitimacy is important to secure stakeholders' trust and recognition, and translates into favourable outcomes, Such as resource Support, customer loyalty, and ease in attracting qualified personnel. We test these two theories, using data drawn front 227 New Zealand organizations, which collectively employ approximately M per Cent Of that Country's workforce. The evidence suggests that both theories to some extent predict discrimination based oil disability.

Hernandez, B., McDonald, K., Divilbiss, M., Horin, E., Velcoff, J. & Donoso, O. (2008). Reflections from employers on the disabled workforce: Focus groups with healthcare, hospitality and retail administrators. *Employee Responsibilities and Rights Journal*, 20(3), 157-164.

Historically, employment rates for people with disabilities have been low. Despite legislation that prohibits the discrimination of this group in work settings, employers are reluctant to hire people with disabilities. The purpose of this qualitative study was to explore the experiences of employers with workers with disabilities. Three focus groups were conducted with 21 administrators from three business sectors (i.e., healthcare, hospitality, and retail). Content analysis indicated five primary themes: (1) importance of disability employment agencies and disability advocates; (2) persistence of manager bias; (3) lack of promotion opportunities; (4) costs associated with having workers with disabilities; and (5) benefits associated with having workers with disabilities. Implications include the need for intervention studies that address the challenges experienced by individuals with disabilities, particularly during hiring and promoting phases of employment, and educational efforts to inform administrators and managers of the few costs and numerous benefits associated with having workers with disabilities. (PsycINFO Database Record (c) 2009 APA, all rights reserved)

Higgins, K.K., Koch, L.C., Boughfman, E.M. & Vierstra, C. (2008). School-to-work transitions and asperger syndrome. *Work: Journal of Prevention, Assessment & Rehabilitation*, 31(3), 291-298.

Asperger Syndrome (AS) is a pervasive developmental disorder characterized by underdeveloped social and communication skills. Despite the fact that most individuals with AS have average to above average cognitive abilities, characteristics of the disorder can cause extreme difficulties in these two domains. While increased attention has been given to the developmental characteristics and educational support needs of children with AS, few studies have focused on the psychosocial and vocational characteristics of emerging adults with AS and the supports they need to succeed in the workplace. This article examines the school-to-work transition of individuals with AS. Psychosocial and vocational characteristics of AS are identified and potential work challenges for these individuals are discussed. The article concludes with specific recommendations for facilitating successful school-to-work transitions for consumers with AS. (PsycINFO Database Record (c) 2009 APA, all rights reserved)

Hollar, D., McAweeney, M. & Moore, D. (2008). The relationship between substance use disorders and unsuccessful case closures in vocational rehabilitation agencies. *Journal of Applied Rehabilitation Counseling*, 39(3), 48-52.

Vocational rehabilitation (VR) services can be challenging for certain persons with disabilities, particularly persons with mental illness, traumatic brain injury (TBI), and substance use disorders (SUD). This study focused on successful (status 26) and unsuccessful (status 28) closures contained in the Longitudinal Study of the Vocational Rehabilitation Services Programs (LSVRSP). Individuals with ADHD, mental illness, physical disabilities, SUD, and learning disabilities had the lowest successful closure rates (43.2%, 45.5%, 50.6%, 51.3%, and 51.4%, respectively). Consumers reported a need for additional services, lack of job availability, family problems, discrimination, and transportation issues as leading reasons for unsuccessful closure. The results indicate a need for more comprehensive services directed towards persons with behavioral disabilities. (PsycINFO Database Record (c) 2009 APA, all rights reserved)

Huff, S.W., Rapp, C.A. & Campbell, S.R. (2008). "Every day is not always Jell-O": A qualitative study of factors affecting job tenure. *Psychiatric Rehabilitation Journal*, 31(3), 211-218.

Study examined the reasons people with psychiatric disabilities stay on or leave jobs in order to determine the salient factors affecting job tenure. Fifty-one people with psychiatric disabilities, 26 leavers and 25 stayers, participating in 9 supported employment programs were interviewed. Overall themes for stayers and leavers were analyzed, including a comparison of the categories that were common and distinct between the 2 groups. Findings suggest that specific factors may contribute to staying or leaving jobs, such as interest with the work, support of the supervisor, level of competence, and support of coworkers. Limitations of the study and implications of the findings for practice and future research are discussed.

Ianelli, S. & Wilding, C. (2007). Health-enhancing effects of engaging in productive occupation: Experiences of young people with mental illness. *Australian Occupational Therapy Journal*, 54(4), 285-293.

Background/aim: This paper investigates the relationship between productive occupation and mental well-being for young people with a mental illness. In doing so, it aims to increase the understanding of applying occupation therapeutically. Methods: Four young people who experienced mental illness were interviewed about their engagement in productive occupations. Interviews were audiotaped and transcribed. Transcripts were analysed and categorised into four themes. Findings: The participants found that the obligatory nature of productive occupations encouraged engagement in occupation; responsibility gained from work or study helped develop a positive sense of self; accomplishments achieved through engaging in productive occupations enhanced self-worth; and engaging in productive occupations helped foster hope. Conclusion: Engaging in productive occupations is found to enhance the mental health and well-being of participants and thus accentuates that meaningful productive occupations can be a valuable aspect to occupational therapy practice. (PsycINFO Database Record (c) 2009 APA, all rights reserved)

Jacoby, A., Gorry, J. & Baker, G.A. (2005). Employers' attitudes to employment of people with epilepsy: Still the same old story? *Epilepsia*, 46(12), 1978-1987.

Purpose: One area of life quality known to be compromised by having epilepsy is employment, and one factor contributing to the employment problems of people with epilepsy (PWE) is employer attitudes. Much research on this topic is now outdated and given the changing legal, medical, and social contexts in which PWE live, we therefore reexamined employer attitudes in the United Kingdom. Method: A mail survey of a random sample of U.K. companies selected to be representative of the 14 U.K. economic regions and proportional to the number of employees. Findings: The overall response rate was 41% (n = 204). Twenty-six percent of respondents reported having experience of employing PWE. Sixteen percent considered that there were no jobs in their company suitable for PWE; 21% thought employing PWE would be "a major issue." Employers were uniformly of the view that PWE, even when in remission, should disclose their condition to a prospective employer. Seizure severity, frequency, and controllability were all considered important features of epilepsy in the context of employment. Epilepsy created high concern to around half of employers, including the likelihood of it being linked to a work-related accident. Employers were willing to make accommodations for PWE, in particular job sharing, temporary reassignment of duties, and flexible working hours. Attitudes to employment of PWE were influenced by company size and type and previous experience of doing so. Conclusions: We conclude that it is still the same old story for employers' attitudes toward PWE, though happily for PWE, with some room for optimism.

Jenaro, C., Mank, D., Bottomley, J., Doose, S. & Tuckerman, P. (2002). Supported employment in the international context: An analysis of processes and outcomes. *Journal of Vocational Rehabilitation*, 17(1), 5-21.

Increasingly, supported employment (SE) is an available alternative for people with disabilities. However, there remains a great deal more segregated and non-inclusive employment than inclusive jobs for people with significant disabilities. Ongoing research on the benefits derived from SE show that people with disabilities realize better economic and social benefits than in non-integrated work settings. This article analyzes the relationships between supports and outcomes in SE in an international context. 448 SE clients (aged 18-40+ yrs) from Australia, Germany, and the UK were included in the study. Data was obtained from an instrument developed by D. M. Mank et al (1997, 1998) that included demographic, disability, and employment (feature and outcome) information. Results show that (1) less natural support strategies during the entry process correspond to less typical job outcomes, (2) more typical interventions during the job development correspond to better social, economical, and performance outcomes, and (3) economical, social, and performance outcomes are strongly related. The authors stress the need for developing supportive work environments, where natural agents provide supports, in order to obtain quality outcomes. (PsycINFO Database Record (c) 2009 APA, all rights reserved)

Johansson, Ulla & Tham, Kerstin (2006). The meaning of work after acquired brain injury. *American Journal of Occupational Therapy*, 60(1), 60-69.

Study identifies and describes the meaning of work for those with acquired brain injury. Ten working-age subjects were interviewed about the meaning of work 1 to 5 years after injury. Results revealed a meaning structure consisting of 4 main characteristics: (1) work had taken on a new place in life, (2) the social dimensions of work had taken on an expanded meaning, (3) the person's perceived competence and work identity had been altered, and (4) striving for normality.

Jones, M.K. (2006). Is there employment discrimination against the disabled? *Economics Letters*, 92(1), 32-37.

Using differences in the work limiting nature of a disability, employment discrimination against the disabled is separated from the unobserved effect of disability on productivity. The UK evidence suggests unobserved productivity differences are an important influence on the employment gap. (c) 2006 Elsevier B.V All rights reserved.

Jongbloed, L., Backman, C., Forwell, S.J. & Carpenter, C. (2007). Employment after spinal cord injury: The impact of government policies in Canada. *Work: Journal of Prevention, Assessment & Rehabilitation*, 29(2), 145-154.

The British Columbia Paraplegic Association (BCPA) sought a research partnership to evaluate where its activities should be focused. A survey of members with disabilities of the BCPA included questions on employment and identified three priorities related to employment. These were the need for assistance in finding appropriate work, the impact of policies of government and insurance agencies, and attitudes of employers. This paper examines the social and political environment related to employment following spinal cord injury in British Columbia, Canada. There is no coherent set of goals underlying government employment and income programs in Canada. Incremental development of particular employment and income programs during the 20th century led to a patchwork of policies and programs, which deal with people differently according to the cause of their disability. Federal and provincial governments have attempted to educate employers and reduce barriers to employment of those with disabilities by focusing on anti-discrimination legislation and individual rights (e.g. the Employment Equity Act and the Canadian Human Rights Act). However, people with disabilities face non-accommodating environments, inadequate income support, lack of opportunities and little political influence which stem from an unfair distribution of societal resources, not from discrimination. Joint efforts of the BCPA and other disability organizations are likely to have the most impact on legislative changes. (PsycINFO Database Record (c) 2009 APA, all rights reserved)

Kaye, H.S. (2009). Stuck at the bottom rung: Occupational characteristics of workers with disabilities. *Journal of Occupational Rehabilitation*, 19(2), 115-128.

**Introduction** The proportion of workers reporting disabilities varies tremendously across occupations. Although differences in the occupational distributions may partly explain the large disparities in earnings and job security between workers with and without disabilities, little is known about the reasons that workers with disabilities are underrepresented in certain occupations and overrepresented in others. **Methods** Using a large, national survey of the US population combined with official data on the skill and experience requirements and occupational risks of 269 occupations, a multilevel regression analysis was performed to identify occupational and individual factors that influence the representation of workers with disabilities across occupations. Models of overall, sensory, mobility, and cognitive disability were constructed for working-age labor force participants, as were models of overall disability for younger, in-between, and older workers. **Results** At the occupational level, reported disability is negatively associated with occupational requirements for information and communication skills and with the amount of prior work experience that is required, after controlling for individual factors such as age and educational attainment. Little relationship is found between disability status and a set of occupational risk factors. These findings generally hold true across disability types and age groups. **Conclusions** Even after taking into account their lower average educational attainment, workers with disabilities appear to be disproportionately relegated to entry-level occupations that do not emphasize the better-remunerated job skills. Underemployment results in lower wages and less job security and stability. Possible reasons include employer discrimination, low expectations, deficits in relevant skills or experience, and work disincentives.

Kennedy, J. & Olney, M. (2001). Job discrimination in the post-ADA era: Estimates from the 1994 and 1995 National Health Interview Surveys. *Rehabilitation Counseling Bulletin*, 45(1), 24-30.

Uses population data from the Disability Supplement to the 1994 and 1995 National Health Interview Surveys to assess rates of work discrimination among adults with disabilities. Analysis suggests that nearly a 10th of all adults with disabilities who were in the workforce during the 5-year period immediately following passage of the ADA experienced some form of job discrimination. (Contains 31 references and 3 tables.) (GCP)

Killeen, M.B. & O'Day, B.L. (2004). Challenging expectations: How individuals with psychiatric disabilities find and keep work. *Psychiatric Rehabilitation Journal*, 28(2), 157-163.

Article describes the systematic and programmatic barriers to employment experienced by 32 individuals with psychiatric disabilities. Authors discuss how negative beliefs and expectations concerning employment are imbedded within the policies and programs that impacted the study participants. They describe the experiences of 3 study participants who were successful at finding and maintaining employment and identify some of the common factors that may contribute to successful employment.

Kirsh, B., Stergiou-Kita, M., Gewurtz, R., Dawson, D., Krupa, T., Lysaght, R. & Shaw, L. (2009). From margins to mainstream: What do we know about work integration for persons with brain injury, mental illness and intellectual disability? *Work: Journal of Prevention, Assessment & Rehabilitation*, 32(4), 391-405.

Employment is a right of citizenship and a social determinant of health, but employment rates remain low for persons with disabilities. The purpose of this paper is to examine the principles and practices guiding work integration within the fields of intellectual disability (ID), brain injury, and mental illness and to identify best practices to support transitions to employment across these three groups. This integrative review drew upon an occupational perspective to analyze the current literature. Findings reveal that the need and benefits of working are recognized across disability groups but that philosophical perspectives guiding work integration differ. In the area of mental illness, recovery is seen as a process within which work plays an important role, in ID work is viewed as a planned outcome that is part of the developmental process, and in the field of brain injury, outcomes of employability and employment are emphasized. A common theme across the three disability groups is that in order to facilitate work integration, the person, the job and the work environment are important factors in need of examination. Evidence pointing to the effectiveness of the supported employment model is increasing across these three populations. A framework for guiding the development of further research and for promoting changes to support work integration is presented.

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Koch, L. & Hennessey, M. (2008). Emerging disability. *Work: Journal of Prevention, Assessment & Rehabilitation*, 31(3), 273-275.

The purpose of this special issue is to examine emerging disabilities with regard to the unique vocational challenges and considerations for rehabilitation planning that they present. This issue represents only a sampling of emerging disability populations that are likely to be increasingly encountered by vocational rehabilitation professionals. However, they do represent those conditions that appear to be among the most rapidly growing, yet most incompletely misunderstood. Some of the topics discussed in this issue are: the unique vocational rehabilitation needs of the growing population of American women with HIV/AIDS; the vocational implications of Asperger syndrome (AS), one of the disorders on the higher functioning end of the continuum of ASDs; the employment discrimination experiences of Americans with ASDs; the independent living and employment needs of individuals with polytrauma; a population that is at risk of sustaining disabling conditions and is experiencing an increase in the incidence of disability; and the need for vocational rehabilitation professionals to individually and collectively embrace change. (PsycINFO Database Record (c) 2009 APA, all rights reserved)

Krupa, T. (2007). Interventions to improve employment outcomes for workers who experience mental illness. *The Canadian Journal of Psychiatry*, 52(6), 339-345.

Objective: To review employment interventions for individuals who experience mental illness. Method: I reviewed employment interventions described in the mental health, disability, and rehabilitation literature for the period 1990 to 2005 and organized these interventions into a framework. Results: The framework develops 7 distinct individual-level employment interventions as well as interventions directed at the employer and at workplace organization. It also considers factors that will affect access to these interventions. Although there is a sense of optimism about the potential of these interventions, research in the area is limited. Conclusion: Physicians who are knowledgeable about the nature and scope of employment interventions for individuals with mental illness are in a good position to effect positive change in the work lives of the individuals they serve. (PsycINFO Database Record (c) 2009 APA, all rights reserved)

Lehmann, I. & Crimando, W. (2008). Unintended consequences of state and federal antidiscrimination legislation on the employment rates of persons with disabilities. *Rehabilitation Counseling Bulletin*, 51(3), 159-169.

Although some writers have suggested that the Americans With Disabilities Act (ADA), contrary to its intent, was responsible for a decline in employment for persons with disabilities, there is little strong empirical support for such an assertion. This study is an attempt to demonstrate that, in fact, the dismal labor market experience following passage of the ADA was an unintended consequence of other factors--namely, the Family and Medical Leave Act of 1993 and similar state legislation--even though such legislation was not originally meant as disability legislation. A time-series design using data from the Current Population Survey supports this contention ( $p < .05$ ). Numerous implications for rehabilitation counselors, educators, and researchers are discussed. (PsycINFO Database Record (c) 2009 APA, all rights reserved)

Li, Q. & Fei, Z. (2008). Deaf graduate into employment in China: Job expectations. *Asia Pacific Journal of Speech, Language & Hearing, 11*(1), 9-14.

Disability has a considerable impact on an individual's participation in the labor market. People with hearing disabilities often have social and economic disadvantages and face additional challenges to find jobs because of their communication difficulty. The aim of this study was to investigate job expectations of deaf undergraduate students in the Technical College of the Deaf (TDC), Tianjin University of Technology, China. At the same time, barriers that deaf students experienced when seeking jobs were explored. The data were collected from all 53 year 4 deaf undergraduate students in the TDC. Over 50% of graduates sought jobs directly relevant to their field of study. However, they did not consider this to be the most important thing when they sought jobs. In contrast, "Job Stability" was most important. Furthermore, their expected monthly salary was relatively lower than the average salary paid to general university graduates in China. As a result of their hearing loss, the most common difficulties experienced when they sought jobs were related to discrimination and negative attitudes from hearing people. (PsycINFO Database Record (c) 2009 APA, all rights reserved)

Lidal, I.B., Huynh, T.K., Biering-Sorensen, F. (2007). Return to work following spinal cord injury: A review. *Disability and Rehabilitation: An International, Multidisciplinary Journal, 29*(17), 1341-1375.

Purpose: To review literature on return to work (RTW) and employment in persons with spinal cord injury (SCI), and present employment rates, factors influencing employment, and interventions aimed at helping people with SCI to obtain and sustain productive work. Methods: A systematic review for 2000-2006 was carried out in PubMed/Medline, AMED, (ISI) Web of Science, EMBASE, CINAHL, PsycInfo and Sociological abstracts database. The keywords 'spinal cord injuries', 'spinal cord disorder', 'spinal cord lesion' or 'spinal cord disease' were cross-indexed with 'employment', 'return to work', 'occupation' or 'vocational'. Results: Out of approximately 270 hits, 110 references were used, plus 13 more found elsewhere. Among individuals with SCI working at the time of injury 21-67% returned to work after injury. RTW was higher in persons injured at a younger age, had less severe injuries and higher functional independence. Employment rate improved with time after SCI. Persons with SCI employed ranged from 11.5% to 74%. Individuals who sustained SCI during childhood or adolescence had higher adult employment rates. Most common reported barriers to employment were problems with transportation, health and physical limitations, lack of work experience, education or training, physical or architectural barriers, discrimination by employers, and loss of benefits. Individuals with SCI discontinue working at younger age. Conclusions: This review confirmed low employment rates after SCI. Future research should explore interventions aimed at helping people with SCI to obtain and sustain productive work. (PsycINFO Database Record (c) 2009 APA, all rights reserved)

Louvet, E. (2007). Social judgment toward job applicants with disabilities: Perception of personal qualities and competences. *Rehabilitation Psychology*, 52(3), 297-303.

Objective: Building on D. Stone and A. Colella's (1996) model, this article examines how job applicants with or without a physical disability are evaluated in relation to the nature of the job. Design: Data from 284 management undergraduates were collected through 2 experimental studies based on the same paradigm: Participants had to evaluate individuals with or without a disability applying for jobs that did or did not involve a great deal of interpersonal contact (Study 1) and for jobs typically reserved for men or for women (Study 2). Results: Job applicants with disability were rated more negatively than applicants without disability in poor-fit conditions (job involving a great deal of interpersonal contact, or male job). This devaluation was particularly marked in issues reflecting competence. By way of contrast, individuals with disabilities received higher ratings on personal qualities. Conclusions: To promote the employment of persons with disabilities, it is important not only to improve the level of qualification of people with disabilities but also to attempt to change the nature of perception of these individuals. (PsycINFO Database Record (c) 2009 APA, all rights reserved)

Louvet, E., Rohmer, O. & Dubois, N. (2009). Social judgment of people with a disability in the workplace: How to make a good impression on employers. *Swiss Journal of Psychology/Schweizerische Zeitschrift für Psychologie/Revue Suisse de Psychologie*, 68(3), 153-159.

This research investigates the social judgment of people with a disability in a professional context. In Study 1, participants without a disability were asked to rate people with a disability on scales measuring competence and warmth. In Study 2 individuals with and without a disability were asked to present themselves in such a way as to make the best possible impression on a potential employer. In a second round, they were asked to make the best possible impression assuming that they had (or did not have) a disability. As predicted, people with a disability were systematically presented as warm, but incompetent. This evaluation was observed in groups of people with and in those without a disability. (PsycINFO Database Record (c) 2009 APA, all rights reserved)

Luecking, R.G. (2008). Emerging employer views of people with disabilities and the future of job development. *Journal of Vocational Rehabilitation*, 29(1), 3-13.

Employer views of people with disabilities and vocational rehabilitation programs have evolved along with societal views of disability and legislative initiatives to prevent employment discrimination. This article discusses relevant literature on these employer perspectives, relates these perspectives to an evolving paradigm of dual customer and demand-side job development, and discusses the implications of these perspectives for job development practice, especially as they relate to facilitating job development with job seekers who have requirements for unusual or extensive accommodation and support. (PsycINFO Database Record (c) 2009 APA, all rights reserved)

MacDonald-Wilson, K.L., Fabian, E.S. & Dong, S. Best practices in developing reasonable accommodation in the workplace: Findings based on the research literature. *The Rehabilitation Professional*, 16(4), 221-232.

Article reviews the literature on the provision of accommodations from the perspectives of the individual employee, the workplace, and the organization. Based on the findings, the authors suggest 10 specific strategies that rehabilitation professionals can use to address the barriers to the accommodation process. These "best practices" derived from the research literature can increase the probability that employees with disabilities will request and receive reasonable accommodations that enhance work performance and contribute to job retention.

Magee, W. (2004). Effects of illness and disability on job separation. *Social Science & Medicine*, 58(6), 1121-1135.

Effects of illness and disability on job separation result from both voluntary and involuntary processes. Voluntary processes range from the reasoned actions of workers who weigh illness and disability in their decision-making, to reactive stress-avoidance responses. Involuntary processes include employer discrimination against ill or disabled workers. Analyses of the effects of illness and disability that differentiate reasons for job separation can illuminate the processes involved. This paper reports on an evaluation of effects of illness and disability on job separation predicted by theories of reasoned action, stress, and employer discrimination against ill and disabled workers. Effects of four illness/ disability conditions on the rate of job separation for 12 reasons are estimated using data from a longitudinal study of a representative sample of the Canadian population-the Survey of Labour and Income Dynamics (SLID). Two of the four effects that are statistically significant (under conservative Bayesian criteria for statistical significance) are consistent with the idea that workers weigh illness and disability as costs, and calculate the costs and benefits of continuing to work with an illness or disability: (1) disabling illness increases the hazard of leaving a job in order to engage in caregiving, and (2) work-related disability increases the hazard of leaving a job due to poor pay. The other two significant effects indicate that: (3) disabling illness decreases the hazard of layoff, and (4) non-work disability increases the hazard of leaving one job to take a different job. This last effect is consistent with a stress-interruption process. Other effects are statistically significant under conventional criteria for statistical significance, and most of these effects are also consistent with cost-benefit and stress theories. Some effects of illness and disability are sex and age-specific, and reasons for the specificity of these effects are discussed. (C) 2003 Elsevier Ltd. All rights reserved.

Marini, I., Lee, G.K., Chan, F. (2008). Vocational rehabilitation service patterns related to successful competitive employment outcomes of persons with spinal cord injury. *Journal of Vocational Rehabilitation*, 28(1), 1-13.

Objective: To examine the effect of demographic, work disincentives, and service variables on employment outcomes of persons with spinal cord injury in state vocational rehabilitation agencies. Design: An ex post facto design, using data mining as a statistical analysis strategy. Setting: State vocational rehabilitation agencies. Participants: 10,901 persons with spinal cord injury whose cases were closed either as employed (54%) or not employed (46%) by state vocational rehabilitation agencies in the fiscal year 2001. Interventions: Vocational rehabilitation services. Main Outcome Measures: Measures of employment status, demographic characteristics, work disincentives, and provision of vocational rehabilitation services were extracted from the Rehabilitation Services Administration Case Service Report database. Results: The chi-squared automatic interaction detector (CHAID) data mining analysis revealed that job placement services, work disincentives, and case expenditures as the most important predictors of employment outcomes. In addition, physical restoration, substantial counseling, and assistive technology services all led to positive employment outcomes. Importantly, the CHAID analysis segmented the sample into 45 mutually exclusive homogeneous end groups, with a wide range of employment outcomes. The CHAID analysis indicated that demographic variables interacted with rehabilitation services to affect employment outcomes. Conclusions: The results confirmed substantial counseling, assistive technology, and job placement and support services are important to the return-to-work success of persons with SCI. (PsycINFO Database Record (c) 2009 APA, all rights reserved)

Martin, D.J., Brooks, R.A., Ortiz, D.J. & Veniegas, R.C. (2003). Perceived employment barriers and their relation to workforce-entry intent among people with HIV/AIDS. *Journal of Occupational Health Psychology*, 8(30), 181-194.

As treatments have improved health and quality of life for people with HIV/AIDS, many have contemplated workforce reentry. Workforce reentry rarely occurs among people with illness-related disability. The authors mailed a survey that included workforce-entry-related concerns to 1,991 HIV/AIDS clients. Factor analysis extracted 6 areas of concern (benefits loss, work-related health, job skills, discrimination, personal health care, workplace accommodation). Levels of concern generally increased with HIV acuity level and time since last worked. Work-related health concerns predicted consideration of workforce entry, and work-related health concerns and benefits-loss concerns predicted estimated time to return to work. Findings provide quantitative validation of intuitive categories of workforce-entry concerns among people with HIV/AIDS and suggest that concerns may shift with progress toward workforce entry. (PsycINFO Database Record (c) 2009 APA, all rights reserved) (from the journal abstract)

Marwaha, S., Balachandra, S. & Johnson, S. (2009). Clinicians' attitudes to the employment of people with psychosis. *Social Psychiatry and Psychiatric Epidemiology*, 44(5), 349-360.

Background: Negative staff attitudes have been cited as a factor in explaining the low rates of employment in people with psychosis. We aimed to conduct the first systematic survey of staff attitudes in UK community mental health teams. Methods A questionnaire survey of clinicians working in community mental health teams in North London, UK. Results Clinicians believed that many more people with psychosis were capable of working than were actually doing so. Nevertheless they believed that about two thirds of their caseloads were either incapable of working or able only to do voluntary or sheltered work. The work roles they saw as suitable tended to be ones requiring lower levels of technical skills. Clinicians saw helping people get back to work as a core part of their role, but felt they had little relevant training and limited confidence in the vocational services currently available for their clients. Conclusions In this London catchment area, clinicians believed the majority of people with psychosis to be capable of some kind of work, albeit not always open market, but they had few resources available to them to facilitate this. They give priority to the development of place and support vocational services. (PsycINFO Database Record (c) 2009 APA, all rights reserved)

Matthews, L.R., Buys, N.J., Crocker, R., Degeneffe, C.E. (2007). Overview of disability employment for rehabilitation practice in Australia: Implications for rehabilitation counselor education. *Rehabilitation Education*, 21(4), 241-250.

This article provides an overview of the development of disability employment policy and rehabilitation services in Australia. In particular, it focuses on recent legislative and policy changes that attempt to address the high rates of welfare dependency, low employment rates and workplace discrimination experienced by people with disabilities. An overview of rehabilitation counselor training in Australia and identification of factors that have led to curriculum changes over recent years are provided as a basis for a case example of rehabilitation counselor training programs at the University of Sydney. Implications of Australian developments in disability employment policy and practice, and rehabilitation counselor training, are examined in relation to the situation in the United States. (PsycINFO Database Record (c) 2009 APA, all rights reserved)

McCabe, M.P., Roberts, C. & Firth, L. (2008). Work and recreational changes among people with neurological illness and their caregivers. *Disability and Rehabilitation: An International, Multidisciplinary Journal*, 30(8).

Background: Progressive neurological illnesses alter the health and well-being of people who experience them, and frequently lead to changes in the activities of both patients and their carers. Purpose: The current study investigated changes in work and recreational activities among people with four of these illnesses. Method: In total, the following numbers of people with neurological illnesses and their carers participated in the study: 28 with multiple sclerosis; 27 with motor neurone disease; 31 with Parkinson's; and 24 with Huntingtons disease. In addition, 28 professionals who worked with these populations participated in the study. Individual interviews were conducted with each of the above respondents to determine the impact of the neurological illness. Results: The results demonstrated a high level of agreement from each of the participants. Most of the people with the illnesses and many of the carers had reduced their level of paid work. Generally, all groups of respondents perceived these changes as being negative. Changes in recreational activities were also seen to be primarily negative. Conclusions: These results are discussed in terms of proposed prevention and intervention programmes to prepare patients and their carers for the changes that result from the neurological illness, strategies to stay at work longer and to help them develop alternative strategies to assist them in filling the gap left in their lives that was previously occupied by paid work. (PsycINFO Database Record (c) 2009 APA, all rights reserved)

Mendelsohn, S., Edyburn, D.L., Rust, K.L., Schwanke, T.D. & Smith, R.O. (2008). Using assistive technology outcomes research to inform policy related to the employment of individuals with disabilities. *Assistive Technology*, 20(3), 139-148.

We know that work is recognized as a central component of life for individuals with and without disabilities. It yields many physical and psychological benefits to the individual while simultaneously contributing numerous benefits to society. Lawmakers have enacted a plethora of laws designed to prevent discrimination, provide incentives for employers to hire individuals with disabilities, and facilitate job training/career preparation. Assistive technology figures prominently in disability employment law as a critical strategy for gaining access and supporting employment and upward mobility in the workplace. However, little systematic effort has been devoted to examining assistive technology use and outcomes as they relate to the employment of individuals with disabilities. The purpose of this article is to articulate a series of issues that permeate assistive technology outcome measurement in employment settings and subsequently affect the use of research knowledge for federal and state policymakers. For each issue, the authors pose three questions for critical analysis: Does the law compel the provision of assistive technology? Does outcome data play any part in the operation of the law? When, it does, what kind of data would be useful to collect and where could it be found? Finally, the authors provide a brief glimpse of the current and future research efforts concerning the RSA-911 database. The recent database summaries exemplify the importance of such a national data collection system for informing federal policy, particularly concerning the contributions of assistive technology device use and services on improving the employment of individuals with disabilities. (Abstractor: As Provided)

Metzel, D.S. & Giordano, A. (2007). Locations of employment services and people with disabilities: A geographical analysis of accessibility. *Journal of Disability Policy Studies, 18*(2), 88-97.

Vocational Rehabilitation (VR) services and One-Stop Career Centers (One-Stops) are the 2 principal public services intended to increase the employment rates of people with disabilities through employment and training services. As a first step in assessing accessibility of the locations of employment services, this study compared the location of VRs and One-Stops with areas of high numbers of nonemployment among people with disabilities and high numbers of unemployment in the general population. Using geographic information science and the spatial technique of the Local Indicators of Spatial Association (LISA), we analyzed the locations of the 2 programs and the concentrations of nonemployed people with disabilities at national and intrastate scales. We found that areas with high numbers of nonemployed people with disabilities are geographically underserved by both VRs and One-Stops, which raises questions about site selection and geographic accessibility. (PsycINFO Database Record (c) 2009 APA, all rights reserved)

Migliore, A., Mank, D., Grossi, T. & Rogan, P. (2007). Integrated employment or sheltered workshops: Preferences of adults with intellectual disabilities, their families, and staff. *Journal of Vocational Rehabilitation, 26*(1), 5-19.

Study examined the preferences and perceptions of adults with intellectual disabilities attending sheltered workshops, their families, and the staff members in those workshops regarding employment outside facility-based programs. Most of the respondents across the 3 groups were in favor of employment outside sheltered workshops and believed that people with intellectual disabilities could perform outside workshops. The preference for employment outside workshops was not associated with the severity of disability or any other demographic variable, such as gender, guardianship status, years spent in workshops, residential status, and location of workshops.

Mitra, S. (2009). Wage differential by disability status in an agrarian labour market in India. *Applied Economics Letters, 16*(14), 1393-1398.

This article is the first to estimate the magnitude and determinants of a wage differential by disability status in the context of an agrarian labour market through a wage decomposition method. In rural Uttar Pradesh, India, we find evidence of an unexplained wage gap in favour of nondisabled men of 8% after controlling for selection bias into employment and using different reference groups for wage decomposition.

Molina, R., Feliu, J., San-Jose, B., Lopez, J.L., Martin, J.I., Martinez-Amores, B., Navarro, F., Alvarez-Mon, M., Baron, M.G. (2008). La reinsercion laboral en los pacientes con cancer colorrectal (Returning to work in colorectal cancer patients). *Psicooncologia*, 5(1), 83-92.

Aim: Employment and work-related disability were investigated in a cohort of colorectal cancer patients to describe a possible discrimination and other work issues. Patients and Methods: The study included consecutively 73 colorectal cancer patients who were employed at diagnosis. The questionnaire included cancer-related symptoms and work-related factors. Clinical details were obtained from the medical record. Patients were interviewed face to face. The study was approved by the Ethical Committee of La Paz Hospital. All patients gave consent to participate. Results: Eighty six per cent of patients were unable to work after diagnosis, but 55% returned to work at the end of treatment. The age, having a metastatic illness and the sequelae of the disease or its treatment were independently associated with the ability to work after the end of treatment. Almost all patients told their employers and co-workers about their disease. Conclusions: This is the first exploratory study in Spain about labour reintegration in colorectal cancer. Further studies are necessary. (PsycINFO Database Record (c) 2009 APA, all rights reserved)

Moore, D.P., Moore, J.W. & Moore, J.L. (2007). After fifteen years: The response of small business to the Americans with Disabilities Act. *Work: Journal of Preservation, Assessment & Rehabilitation*, 29(2), 113-126.

This study reports findings from field research on the perceptions of small business owners and managers of the impact of the Americans with Disabilities Act (ADA) on their firms. Binary Logistic Regression analyses indicate that the majority of owners have positive attitudes toward the act and exhibit high levels of compliance. Firm support for the ADA and participation in carrying out its requirements is driven by both positive and negative factors and extends well beyond the group of businesses that under the law are required to comply with Titles I and III of the legislation. The results suggest strongly positive impacts of the ADA in the areas of accommodating customers with disabilities and disabled employees who are already on the job. Specific factors influencing compliance decisions and accommodations spending are incorporated in a proposed model of firm behavior. (PsycINFO Database Record (c) 2009 APA, all rights reserved)

Mpofu, E. & Harley, D.A. (2006). Racial and disability identity: Implications for the career counseling of African Americans with disabilities. *Rehabilitation Counseling Bulletin*, 50(1), 14-23.

Racial and disability identities are separate issues, yet they both contribute to the multiple social identities that influence career counseling outcomes for persons of color with disabilities. Few studies have examined the effects of racial and disability identity on the career outcomes of members of this group. This article discusses racial and disability identity as assets for career counseling of people of color with disabilities, whose career counseling outcomes are also mediated by the prevailing racial and disabilities disparities in career participation. Possibilities for further research on identities as resources for career counseling are also discussed.

Neal-Boylan, L. (2008). Work experiences of RNs with physical disabilities. *Rehabilitation Nursing, 33*(2), 67-72.

Registered nurses who consider themselves to be physically disabled were interviewed regarding their experiences. Nurses who interview other nurses for hire were also interviewed. Participants were gathered from Virginia, Maryland, and Maine. Data collection and analysis were conducted using a qualitative methodology. Findings indicated that nurses with physical disabilities are leaving the workplace, and employers are not typically making accommodations to permit nurses to work safely and effectively in the patient-care setting. Nurses often hide their disabilities because they fear being rejected for employment and being stigmatized by colleagues. Rehabilitation nurses are in an ideal position to lead the way to reduce discrimination against nurses with disabilities. Many themes emerged from the study and are discussed in this article.

Nichols, Jane L. (2008). The influence of coworker justice perceptions on worksite accommodations and the return to work of persons with disabilities. *Journal of Applied Rehabilitation Counseling, 39*(3), 33-39.

This literature review examined the research on the effect of coworker perceptions of procedural justice in the workplace on the employment of people with disabilities. A review of rehabilitation counseling and organizational psychology literature identified employee attitudes toward justice in the workplace as potentially contributing to workplace accommodations. In the organizational literature, the term justice is equivalent to fairness. The findings suggest that the behaviors of workplace employees are influenced by their feelings of fairness. Studies indicated that disability characteristics, organizational factors, and coworker perceptions regarding the procedural fairness of accommodations may impact the successful implementation of accommodations for people with disabilities. Implications for rehabilitation counselors are discussed.

Noonan, B.M., Gallor, S.M., Hensler-McGinnis, N.F., Fassinger, R.E., Wang, S. & Goodman, J. (2004). Challenge and success: A qualitative study of the career development of highly achieving women with physical and sensory disabilities. *Journal of Counseling Psychology, 51*(1), 68-80.

This qualitative study examined the career development experiences of 17 highly achieving women with physical and sensory disabilities. Interviews were conducted and data were analyzed using modified grounded theory strategies (A. L. Strauss & J. Corbin, 1998). The emergent theoretical model was conceptualized as a system of influences organized around a core Dynamic Self, which included identity constructs (disability, gender, racial/ethnic/cultural), personality characteristics, and belief in self. Myriad contextual inputs included Developmental Opportunities (education, peer influences), Family Influences (background and current), Disability Impact (ableism, stress and coping, health issues), Social Support (disabled and nondisabled communities, role models and mentors), Career Attitudes and Behaviors (work attitudes, success strategies, leadership/pioneering), and Sociopolitical Context (social movements, advocacy). Implications for theory, research, practice, and policy are discussed. (PsycINFO Database Record (c) 2009 APA, all rights reserved)

O'Brien, G.V. & Brown, M.S. (2009). Persons with mental illness and the Americans with Disabilities Act: Implications for the social work profession. *Social Work in Mental Health*, 7(5), 442-457.

Although persons who are diagnosed with a mental illness are potentially protected from employment discrimination by the Americans With Disabilities Act (ADA) of 1990, a rather perplexing set of questions arises when attempting to delineate exactly which such workers are accorded protection against discrimination. This article considers the status of persons with mental illness within the context of the ADA, drawing heavily from court cases that have involved such individuals. (PsycINFO Database Record (c) 2009 APA, all rights reserved)

Pack, T.G., Roessler, R.T., Turner, R. & Robertson J. (2007). Prediction of turnover intentions among employed adults with multiple sclerosis. *Journal of Rehabilitation*, 73(3), 26-35.

Based on responses to a mail survey by employed adults with multiple sclerosis (MS), this study examined a prediction model for turnover intention that combined variables from both the management and rehabilitation literature. Turnover intention (i.e., plans to voluntarily leave one's job) was selected as an important criterion because it represents the first sign that an individual with a disability is a job retention risk. Results of a logistic regression analysis indicated that severity of symptoms, perceived stress levels and coping abilities, job satisfaction, and employer support were significant predictors for turnover intention in a sample of 388 employed adults with MS. Rehabilitation interventions pertinent to each of the significant predictors were presented with the expectation that their use would decrease turnover intentions and improve the employment status of adults with MS.

Pagan, R. (2009). Self-employment among people with disabilities: Evidence for Europe. *Disability & Society*, 24(2), 217-229.

This paper examines the use of self-employment among people with disabilities in Europe. Using data from the European Community Household Panel for the period 1995-2001 for 13 European countries we found that people with disabilities were more likely to be self-employed than people without disabilities. Self-employment provides flexibility and a better adjustment between disability status and working life. Moreover, the levels of satisfaction with job, type of job and working conditions of self-employed disabled people are higher than those reported by disabled people who are wage and salary earners. Policy-makers must encourage self-employment to increase the levels of well-being and employment of people with disabilities in Europe. (PsycINFO Database Record (c) 2009 APA, all rights reserved)

Perkins, D.V., Raines, J.A., Tschopp, M.K. & Warner, T.C. (2009). Gainful employment reduces stigma toward people recovering from schizophrenia. *Community Mental Health Journal*, 45(3), 158-162.

Stigma impedes the social integration of persons recovering from psychiatric disability, especially those with criminal histories. Little is known about factors that lessen this stigma. Four hundred and four adults listened to one of four vignettes describing a 25-year-old male with schizophrenia and responded to a standard set of items measuring social distance. The individual who was gainfully employed (vs. unemployed), or who had a prior misdemeanor (vs. felony) criminal offense, elicited significantly less stigma. Employment may destigmatize a person coping with both psychiatric disability and a criminal record. Mental health services should encourage paid employment and other paths to community integration. (PsycINFO Database Record (c) 2009 APA, all rights reserved)

Piggott, L. & Houghton, A. (2007). Transition experiences of disabled young people. *International Journal of Lifelong Education*, 26(57), 573-587.

This paper outlines the changing employment climate and shift in attitudes towards disabled people who are expected to become economically active in order to fulfill their role as responsible citizens. We briefly describe the employment profile of disabled people and reiterate the combination of factors identified in shaping progression into the workforce. We provide a summary of two research projects, the Disability Effective Inclusive Policies (DEIP) funded by European Social Fund with a clear connection to EU equity and employability agenda, and the Lancashire Aimhigher Disability (LAD) project designed to support the government's aim of widening participation. We discuss aspects of the transition process, drawing explicitly on interviews with disabled people, policy makers and practitioners involved in developing or implementing policy and providing support services designed to aid the transition process. We conclude that there is a continuing need for a focus on the concept of transition in policy and practice.

(Abstractor: Author)

Ping, E. & Li, Y. (2004). Self-perceived equal opportunities for people with intellectual disability. *International Journal of Rehabilitation Research*, 27(3), 241-245.

Despite a growing awareness of the need to promote equal opportunities for people with disabilities, little is known about the self-perceived employment opportunities for people with intellectual disability. This study adopted a qualitative approach to examine the issue of equalization of employment opportunities' with 18 young working adults with mild intellectual disability who participated in in-depth interviews. Content analysis and a constant comparative method were adopted for data analysis. Our findings revealed that having employment was regarded as being very important by all participants, and 17 participants had had both positive and negative employment experiences, which were mainly related to the workplace interpersonal relationships and the attitude of employers and co-workers. Eight participants might have experienced discrimination at work when employers and co-workers had misconceptions about people with intellectual disability. This study suggested that strategies such as equal opportunities education, natural support from employers and co-workers and disability education for the general public should be adopted to enable people with intellectual disability to have full participation in employment and social integration. (C) 2004 Lippincott Williams Wilkins.

Punch, R., Hyde, M. & Power, D. (2007). Career and workplace experiences of Australian university graduates who are deaf or hard of hearing. *Journal of Deaf Studies and Deaf Education*, 12(4), 504-517.

This article reports on the experiences of a group of deaf and hard-of-hearing alumni of Griffith University in south-east Queensland, Australia. Participants completed a survey answering questions about their communication patterns and preferences, working lives, career barriers or difficulties anticipated and encountered, and workplace accommodations used or sought. Results revealed a range of career barriers and workplace difficulties encountered by these participants, as well as solutions found and strategies used by them. Differences in employment sector, job-search activities, difficult workplace situations, and use of accommodations were noted between 2 groups: those who communicated primarily in Australian Sign Language and considered themselves to have a Deaf or bicultural identity and those who communicated primarily in spoken English and considered themselves to have a hearing identity. Implications for university services supporting deaf and hard-of-hearing students are outlined, and suggestions for further research are made. (PsycINFO Database Record (c) 2009 APA, all rights reserved)

Radford, K.A. & Walker, M.F. (2008). Impact of stroke on return to work. *Brain Impairment*, 9(2), 161-169.

Stroke has a marked impact on the ability to return to work. However, the stroke and its residual cognitive, physical and language deficits do not fully explain return-to-work success. While those with very severe deficits are less likely to return to work, and presence of disability is important, other extrinsic and intrinsic factors, such as having a job to go back to, beliefs and attitudes about work, job markets and the benefits system all play an important part. Vocational rehabilitation services developed with the stroke service user in mind are scarce in the United Kingdom. However, recent government interest in vocational rehabilitation and a recognition that evidence to support poststroke vocational rehabilitation is lacking have prompted efforts to develop new vocational rehabilitation services. People with stroke need specialist vocational rehabilitation services delivered by those who have an in-depth understanding of stroke and its effects. Service developers need to acknowledge and address factors that enable or impede return to work after stroke in service design. Research is needed to evaluate vocational rehabilitation interventions aimed specifically at the needs of stroke patients. (PsycINFO Database Record (c) 2009 APA, all rights reserved)

Raynor, O. & Hayward, K. (2009). Breaking into the business: Experiences of actors with disabilities in the entertainment industry. *Journal of Research in Special Educational Needs*, 9(1), 39-47.

The pursuit of an acting career is a difficult one for anybody. However, studies have yet to factor how disability affects casting opportunities. This study describes the employment of actors with disabilities, along with the unique barriers they encounter in the audition and casting process. Actors with disabilities from the Screen Actors Guild (SAG) were recruited to participate in focus groups and complete a questionnaire. The results indicate having a disability amplifies difficulties in gaining employment, particularly for females. Participants aged 40 years and over were more likely to work in a lead or supporting role compared to those under 40. Participants identified several barriers to employment in the entertainment industry including industry attitudes about working with actors with disabilities; being restricted to disability specific roles; and fears about requesting an accommodation. (PsycINFO Database Record (c) 2009 APA, all rights reserved)

Razzano, L.A., Hamilton, M.M. (2005). Health-related barriers to employment among people with HIV/AIDS. *Journal of Vocational Rehabilitation*, 22(3), 170-288.

Study examined the relationship between employment status and concerns related to health perceptions, functioning, and the ability to sustain insurance and health benefits among people with HIV/AIDS. Discussion focuses on barriers to employment such as perceptions that work could exacerbate health and medical conditions and fears regarding the effect of employment on health insurance and non-cash benefits.

Ren, L.R. & Paetzold, R.L. (2008). A meta-analysis of experimental studies on the effects of disability on human resource judgments. *Human Resource Management Review*, 18(3), 191-203.

More and more attention has been given to workplace discrimination against people with disabilities, and many researchers have conducted research on this topic. However, the existing results from these studies are ambiguous and mixed. The purpose of this meta-analysis is to examine and elucidate the pattern underlying this ambiguity. Twenty three published articles and eight unpublished theses and dissertations were included in this meta-analysis. We assessed the main effects of disability on human resource (HR) judgments (i.e., hiring decision, performance expectation, and performance evaluation). The moderating effects of types of disability, sex of the target, and study settings were also examined. Results demonstrated that these characteristics did produce moderating effects for HR judgments. Future research and implications are discussed. (PsycINFO Database Record (c) 2009 APA, all rights reserved)

Robert, P.M. & Harlan, S.L. (2006). Mechanisms of disability discrimination in large bureaucratic organizations: Ascriptive inequalities in the workplace. *Sociological Quarterly*, 47(4), 599-630.

Studies of workplace discrimination have typically focused on empirically unobservable motives to explain ascriptive inequalities associated with class, gender, and race. Such studies usually have overlooked disability as an ascriptive status, and have offered little systematic research on the central question of this study: How, through what mechanisms, does disability discrimination operate in large, bureaucratic organizations? The in-depth personal interviews upon which this study is based reveal that interpersonal mechanisms of discrimination manifest as blatant and subtle acts of marginalization, fictionalization, and harassment. However, such interpersonal acts of discrimination would likely be less frequent or less consequential if not for the organizational mechanisms of tolerance and encouragement. The authors conclude that one of the central promises of the Americans with Disabilities Act, full inclusion and participation of people with disabilities in the workplace, is unlikely to be realized without renewed pressure for legislation that explicitly specifies the nature and extent of work organizations' responsibilities for creating a nonhostile environment and the consequences of not doing so.

Roessler, R.T., Hennessey, M.L. & Rumrill, P.D. (2007). Strategies for improving career services for postsecondary students with disabilities: Results of a focus group study of key stakeholders. *Career Development for Exceptional Individuals*, 30(3), 158-170.

Improved career services in postsecondary education are needed if students with disabilities are to experience greater success in acquiring and maintaining employment following college graduation. In this study, postsecondary students with disabilities, faculty members, and student personnel professionals responded to results from a student survey that identified the strengths and weaknesses in career services at colleges and universities. In a series of focus groups, these stakeholders recommended 114 specific strategies clustering in the following five categories of an action agenda: (a) information, (b) research, (c) services and curriculum, (d) self-advocacy and self-determination, and (e) involvement of key stakeholders. (PsycINFO Database Record (c) 2009 APA, all rights reserved)

Rosenheck, R., Leslie, D., Keefe, R., McEvoy, J., Swartz, M., Perkins, D., Stroup, S., Hsiao, J.K. & Lieberman, J. (2006) Barriers to employment for people with schizophrenia. *American Journal of Psychiatry*, 163(3), 411-417.

Objective: There is growing interest in identifying and surmounting barriers to employment for people with schizophrenia. The authors examined factors associated with participation in competitive employment or other vocational activities in a large group of patients with schizophrenia who participated in the Clinical Antipsychotic Trials of Intervention Effectiveness (CATIE) study, a multisite clinical trial comparing the effects of first- and second-generation antipsychotics. Method: Baseline data on more than 1,400 patients with a diagnosis of schizophrenia were collected before their entry into the CATIE study. Multinomial logistic regression was used to examine the relationship between participation in either competitive employment or other vocational activities and sociodemographic characteristics, schizophrenia symptoms, neurocognitive functioning, intrapsychic functioning, availability of psychosocial rehabilitation services, and local unemployment rates. Results: Altogether, 14.5% of the patients reported participating in competitive employment in the month before the baseline assessment, 12.6% reported other (noncompetitive) employment activity, and 72.9% reported no employment activity. Participation in either competitive or noncompetitive employment was associated with having less severe symptoms, better neurocognitive functioning, and higher scores on a measure of intrapsychic functioning that encompassed motivation, empathy, and other psychological characteristics. Competitive employment, in contrast to other employment or no employment, was negatively associated with receipt of disability payments as well as with being black. Greater access to rehabilitation services was associated with greater participation in both competitive and noncompetitive employment. Conclusions: Overall employment of persons with schizophrenia seems to be impeded by clinical problems, including symptoms of schizophrenia and poorer neurocognitive and intrapsychic functioning. However, participation in competitive employment may be specifically impeded by the potentially adverse incentives of disability payments and by race and may be promoted by the availability of rehabilitation services. (PsycINFO Database Record (c) 2009 APA, all rights reserved)

Ross, G.F. (2004). Ethics, trust and expectations regarding the treatment of disabled staff within a tourism/hospitality industry context. *International Journal of Hospitality Management*, 23(5), 523-544.

While it has long been recognized that disabled employees can be the recipients of discrimination in the workplace, occasioned by many factors including physical appearance, relatively little is known regarding the ethical conceptualizations, trust responses and problem-solving architecture that potential employees bring to such contexts, particularly in service industries such as tourism/hospitality. This study has examined discrimination shown to a disabled hospitality industry employee within an ethical framework, investigating personal ethical beliefs, individual ethical influences upon behaviour, and perceived management problem-solving response influences in the face of disability discrimination. The study has been conducted among a sample of 200 university management students in a major Australian tourism destination, many of whom on graduation would seek employment within the tourism/hospitality industry. Three personal ethical belief types were identified: equity or procedural justice, competence and integrity, with both competence and integrity ethics being regarded as of higher value than equity. Major individual ethical influences included one's own values and also those of the ambient society; the most highly rated perceived management response involved the protection of company image whereas the least expected involved a management perspective focusing on justice of all people involved in the ethical dilemma. The competence ethical belief was found to predict the individual who would be influenced by a legal perspective; the 'justice for all' management perspective was employed as a measure of respondent trust in management, with analyses revealing that the competence ethical belief, the career and societal influences and gender are associated with lower levels of trust in management's willingness to respond to disability discrimination in a just manner. The protection of company image as a management response, employed as a measure of mistrust, was associated with integrity personal ethical values, and also with career, societal and own ethical influences upon responses to an incident of disability discrimination. Implications for future research in this domain together with implications for the tourism/hospitality industry are examined.

Roulstone, A. & Warren, J. (2006). Applying a barriers approach to monitoring disabled people's employment: Implications for the Disability Discrimination Act of 2005. *Disability & Society*, 21(2), 115-131.

The year 2005 witnessed the passing of the Disability Discrimination Act 2005 through Parliament. The Act responds in part to the perceived need for more proactive legislation that seeks to encourage good employer and service provider practice from the outset and diminish discriminatory action. This article focuses on the employment provisions of the 2005 Act. The article is based on a scoping study carried out during the gestation of the Act that looks at the challenges of applying a barriers approach to a disability employment monitoring schemes. Monitoring schemes have been a key part of recent anti-discriminatory legislation. The text of the Act and its Guidance might suggest that the future of monitoring as an explicit feature of proactive employer practice is uncertain. The article makes clear however the importance of disability employment monitoring if disabled people are to be better represented and receive equitable treatment in the workplace.

Ruggieri-Stevens, G. & Goodwin, S. (2007). "Learning to work" in small business: Learning and training for young adults with learning disabilities. *Education & Training*, 49(8/9), 745-755.

Purpose: The paper alerts small business employers to new dictates of the Disability Discrimination Act (2005) as it applies to learning disabilities. Then the "Learning to Work" project featured in the paper offers small business employers a set of approaches and methods for the identification of a learning-disabled young adult candidate's training needs.

Design/methodology/approach: Interviews were carried out with 12 of the 52 companies in which the Breakaway-supported employment service, operating from the Southdown Housing Association, has so far secured employment for people with learning disabilities. Findings: Comments from employers in the survey represented predominantly very favourable experiences with the learning-disabled individuals, mixed with some reservations about their need for additional training time, and their relative inflexibility in response to change of work routines.

Research limitations/implications: The investigation was confined to SMEs in Sussex. As they stand, the methods could be used in different business sectors, but further research is planned on elicitation of candidates' personal constructs, resource modelling, and continuous training cycles.

Originality/value: Recognised supported employment models were used but significantly adapted. Some methods used in the paper were new. (Contains 5 figures. Questionnaire A: a short questionnaire on learning disability and supported employment is appended.)

(Abstractor: Author)

Salyers, M.P., McGuire, A.B., Bond, G.R., Hardin, T., Rollins, A., Harding, B. & Haines, M. (2008). What makes the difference? Practitioner views of success and failure in two effective psychiatric rehabilitation approaches. *Journal of Vocational Rehabilitation*, 28(2), 105-114.

Study examined factors related to success and failure in vocational rehabilitation programs by interviewing practitioners in two philosophically different employment programs at one psychosocial rehabilitation agency. Practitioners were asked to identify clients who were most and least successful and what factors they believed contributed to the success or lack of success for each client nominated. Participants' responses were analyzed using both qualitative and quantitative methods. In general, practitioners viewed success as more than just obtaining a job, but maintaining employment over time and making life changes. Success was most often attributed to consumer motivation, and lack of success was attributed to mental health symptoms. Furthermore, practitioners from each program tended to view success in a manner consistent with their program's philosophy.

Sandler, L.A. & Blanck, P. (2005). The quest to make accessibility a corporate article of faith at Microsoft: Case study of corporate culture and human resource decisions. *Behavioral Sciences and the Law*, 23(1), 39-64.

Case study examined efforts by Microsoft Corporation to enhance the diversity of its workforce and improve the accessibility and usability of its products and services for employees and customers with disabilities. Discussion focuses on the relationship among the Americans with Disabilities Act, corporate leadership, attitudes toward people with disabilities, and the dynamics that shape the corporate culture at Microsoft.

Schur, L.A. (2002). Dead end jobs or a path to economic well being? The consequences of non-standard work among people with disabilities. *Behavioral Sciences & the Law*, 20(6), 601-620.

How do non-standard jobs affect the economic well-being of workers with disabilities, and what happens when nonstandard workers use disability lawsuits to challenge discrimination and improve their economic opportunities? This study uses data from the Current Population Survey, the Survey of Income and Program Participation, and a Lexis search of legal cases to help answer these questions. Temporary employment, independent contracting, and part-time employment are almost twice as likely among workers with disabilities as among those without disabilities. Non-standard workers with disabilities receive lower pay and fewer benefits due both to the types of job they hold, and disability gaps within job types, which contribute to their high poverty rates. They would continue to have high poverty rates even if these pay gaps were eliminated, however, because they work fewer hours than non-standard workers without disabilities and are concentrated in lower paying occupations. In attempting to improve their opportunities through disability lawsuits, non-standard workers prevail in only a small minority of cases. Several policy implications of the lawsuits and survey data are discussed. Copyright (C) 2002 John Wiley Sons, Ltd.

Schur, L., Kruse D., Blasi, J. & Blanck, P. (2009). Is disability disabling in all workplaces? Workplace disparities and corporate culture. *Industrial Relations: A Journal of Economy and Society*, 48(3), 381-410.

Article examines the evidence on workplace outcomes for employees with disabilities and how these outcomes vary across companies and workplaces in ways that may reflect difference in corporate culture and practices. Using data derived from nearly 30,000 employee surveys from 14 companies, the authors examined the relationship of disability to work organization, company policies, perceived treatment by the company, and employee responses such as job satisfaction, likely turnover, and willingness to work hard for the employer. Results indicate that disability is linked to lower average pay, job security, training, and participation in decisions, and to more negative attitudes toward the job and company. Disability gaps in attitudes varied substantially across companies and worksites, with no attitude gaps in worksites rated highly by all employees for fairness and responsiveness. The findings indicate that corporate cultures that are responsive to the needs of all employees are especially beneficial for employees with disabilities.

Seeman, M.V. (2009). Employment discrimination against schizophrenia. *Psychiatric Quarterly*, 80(1), 9-16.

This paper addresses the issue of employment discrimination against individuals with a history of schizophrenia. There are three illustrations, two of which come from Asian countries, where the discrimination tends to be more openly expressed than in the West. Maintaining competitive employment is crucially important for individuals who are recovering from schizophrenia; indeed, employment is an inherent part of recovery. The paper makes recommendations for clinicians, advocates, patients, and employers. (PsycINFO Database Record (c) 2009 APA, all rights reserved)

Shier, M., Graham, J.R. & Jones, M.E. (2009). Barriers to employment as experienced by disabled people: A qualitative analysis in Calgary and Regina, Canada. *Disability & Society*, 24(1), 63-75.

Public policies stress greater inclusion of disabled people in the labour market and suggest ways to implement accommodative measures to these ends. Often missing from this literature is the experiences of disabled people in labour markets. This article reports results from a qualitative study conducted in 2005 and 2006 consisting of one-to-one and focus group interviews with 56 disabled individuals participating in employment training programmes in Calgary and Regina, Canada. Findings suggest the presence of workplace and employer discrimination and labelling as primary factors impeding respondents' success in securing and maintaining employment in the labour market. The 56 respondents provide strong evidence that perceptions of disability have a greater impact on their inability to maintain and secure employment than does the lack of accommodative practices and measures in the workplace.

(Abstractor: As Provided)

Sin, C.H. & Fong, J. (2008). 'Do no harm?' Professional regulation of disabled nursing students and nurses in Great Britain. *Journal of Advanced Nursing*, 62(6), 642-652.

**Aim:** This paper is a report of the findings of a General Formal Investigation launched by the Disability Rights Commission, Great Britain into the impact of regulatory fitness standards on disabled people, and on nursing students and nurses in particular. **Background:** The potential for systemic discrimination against disabled nursing professionals lies in the existence and nature of regulatory fitness standards, as well as in how these are interpreted and implemented in practice. **Methods:** A review of relevant legislation, regulation and guidance was conducted to explore the interaction of the regulatory framework with the Disability Discrimination Act. A formal call to key national stakeholder organizations solicited information on perceptions of the regulatory framework and the adequacy of guidance issued. Independent research was commissioned on disabled people's disclosure of disability, informal and formal decision-making around fitness within the educational, and employment contexts. An Inquiry Panel examined all evidence sources, solicited further oral evidence from key organizations, and developed recommendations. **Findings:** No mention was found of the Disability Discrimination Act in any regulation and guidance governing nursing prior to 2006. There are particular requirements for 'good health and good character'. Respondents from key national stakeholder organizations, higher educational institutions and employers struggle to interpret the fitness requirements consistently. Implementation is variable, with reliance on ad hoc self-initiated strategies. The variability of interpretation and implementation can lead to discrimination against disabled people. **Conclusion:** The imprecision of fitness requirements and variability of implementation raise serious doubts about their utility in managing risk. (PsycINFO Database Record (c) 2009 APA, all rights reserved)

Smith, D.L. (2007). Employment status of women with disabilities from the Behavioral Risk Factor Surveillance Survey (1995-2002). *Work: Journal of Prevention, Assessment & Rehabilitation*, 29(2), 127-135.

Among working aged adults (18-64) with disabilities, three out of 10 (32%) work full or part-time, compared to eight out of 10 (81%) of those without disabilities (9). In addition, 24.7% of women with a severe disability and 27.8% of men with a severe disability are employed, while women with a non-severe disability have an employment rate of 68.4% and men with a non-severe disability have an employment rate of 85.1% (14). This study examined data from the Behavioral Risk Factor Surveillance Survey from 1995-2002 to determine whether or not disparities exist in the rate of unemployment for women with disabilities, compared to men with disabilities and women and men without disabilities. In addition, regression analysis looked at the how disability and gender predict the outcome of unemployment. Results showed that there has been essentially no change with regard to employment for any of these populations. In addition, disability and gender were found to be the strongest predictors of unemployment for women with disabilities. Possible explanations were discussed as to the reasons for the results and issues were presented for future research. (PsycINFO Database Record (c) 2009 APA, all rights reserved)

Smith, D.L. & Strauser, D.R. (2008). Examining the impact of physical and sexual Abuse on the employment of women with disabilities in the United States: An exploratory analysis. *Disability and Rehabilitation: An International Multidisciplinary Journal*, 30(14), 1039-1046.

Purpose: The relationship between the employment status of women with disabilities and the incidence of physical and sexual abuse in the United States was examined. Method: Data from the 2005 Behavioral Risk Factor Surveillance System (BRFSS) were analyzed using descriptive analysis and proportional analysis to determine the significance of the relationship between the experience of abuse and employment status for women with disabilities. Due to the large sample size, effect size was examined through Cohen's h. Logistic regression analysis was also used to examine the risk of unemployment for women with disabilities who are abused. Results: Women with disabilities who have been abused have higher levels of unemployment than women without disabilities who have not been abused. In addition, women with disabilities who have been abused have higher levels of unemployment than women without disabilities who have not been abused. Finally, experiencing physical and sexual abuse increases the risk of unemployment for women with disabilities. Conclusion: Unemployment increases the disadvantage for an already vulnerable population and potentially prevents women with disabilities from being able to break the cycle of violence they are experiencing. Recommendations are discussed with regard to intervention by rehabilitation professionals to assist women with disabilities who experience abuse. (PsycINFO Database Record (c) 2009 APA, all rights reserved)

Smith, D.L. & Strauser, D.R. (2008). Examining the impact of physical and sexual abuse on the employment of women with disabilities in the United States: An exploratory analysis. *Disability and Rehabilitation: An International, Multidisciplinary Journal*, 30(14), 1039-1046.

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Smith, K., Webber, L., Graftam, J. & Wilson, C. (2004). Employer satisfaction, job-match and future hiring intentions for employees with a disability. *Journal of Vocational Rehabilitation*, 21(3), 165-173.

Survey of 656 employers examined the relationships among employers' perceptions of a good job-match, perceptions of the work performance of person with a disability, satisfaction with their employees with disabilities, and intentions to hire someone with a disability in the future. Each participant had used the services of a disability employment service to hire a person with a disability. Employers' perceptions of the job-match process were found to be an important determinant of their perceptions of work performance, employer satisfaction, and their intention to hire other people with a disability. The findings suggest that employer satisfaction with an employee with a disability is influenced by the behavior of the employee (work performance) and the behavior of those involved in the job-match process.

Stuart, H. (2007). Employment equity and disability. *Current Opinion in Psychology*, 20(5), 486-490.

Purpose of review: Recent research on the civil rights issue of employment equity for people with psychiatric disabilities is reviewed. Recent findings: Mental disorders, particularly depression, are the most frequent source of occupational disability worldwide and are expected to grow. Employers are increasingly aware of the productivity costs associated with mental disorders and the importance of fostering a mentally healthy workforce. Few firms, however, have explicit policies to include disabled people in their workforce, and many employers continue to express prejudicial views toward people with mental disabilities which would exclude them from competitive work. At the same time, disability legislation has not offered the hoped-for protection for people with mental disorders. Employers have expressed concerns over the costs of making workplace accommodations and have successfully battled for a legal definition of disability that excludes many individuals with mental disorders. Conclusion: In the absence of antistigma efforts directed toward the business community, one wonders if the growing awareness of the productivity costs associated with mental disability will foster greater employment equity, or fuel more subtle forms of employment discrimination. Low employment levels among people with disabilities remain a major determinant of the social disparities they face. (PsycINFO Database Record (c) 2009 APA, all rights reserved)

Suzuki, Y., Kikuchi, E. & Watanabe, S. (2008). Assessment of vocational opportunities and continuing job placement for persons with mental disabilities: Factors indicating levels of necessary support. *Work: Journal of Prevention, Assessment & Rehabilitation*, 30(2), 185-194.

We determined primary factors in allocating support for vocational opportunities and continuing job placement for clients with mental disabilities. The study analyzed 29 items regarding work attitudes and vocational skills for 70 clients as assessed by the Tokyo Metropolitan Rehabilitation Center for the Physically and Mentally Disabled. The evaluations were performed using the situational assessment approach with a 3-point support scale system assigned through observation of behavior. The results of these evaluations placed 35 clients in employment groups (A and B) and 35 clients in a sheltered workshop group (C). The data was analyzed by multivariate analysis. Predictions of success and functional differences among the groups were indicated by the data. Differences were found among the three groups in work attitudes and skills such as "self-direction" and "directions for social participation". Out of the 35 clients currently employed, 11 were recognized as needing ongoing assistance from supported employment offices. For the supported employment group (B), the major work attitudes and skills for which they required continuous services for maintaining stable jobs were 'emotional stability' and 'learning of working skills and accomplishment of work.' In a previous study, the major differences between the competitive employment group (A) and the sheltered workshop group (C) were in areas of 'responsibilities,' 'goals for life,' 'motivation for the work and understanding of contents for work,' and 'safety during work.' Our study supports these findings. In addition, transition from the sheltered workshop to supported employment required training to improve skills and support for 'responsibilities,' 'goals for life,' 'participation in leisure activities and community-based activities,' and 'preparation and cleaning for work.' (PsycINFO Database Record (c) 2009 APA, all rights reserved)

Tataryn, Myroslava (2005). Attitudes that don't work: Women with disabilities and employment. *Women & Environments International Magazine*, 66/67, 21-4.

Part of a special issue on young women and work. Across the globe, women with disabilities are unemployed more than any other group in society. Girls with disabilities, viewed as having no prospects, are not educated, and the vicious cycle is perpetuated. This devaluation and discrimination is a result of social perceptions of disability and women--two markers of inferiority. In order to address the oppression, individuals must ask how they fit into the matrix of oppressive systems and must commit to changing these systems.

Tolman, R.M., Himle, J., Bybee, D., Abelson, J.L., Hoffman, J., & Van Etten-Lee, M. (2009). Impact of social anxiety disorder on employment among women receiving welfare benefits. *Psychiatric Services*, 60(1), 61-66.

Objective: Studies in clinical and community samples have documented that social anxiety disorder is common, disabling, and costly. It reduces educational attainment and job success, and thus it may undermine economic self-sufficiency. The authors examined whether social anxiety disorder was an obstacle to successful employment in a longitudinal epidemiological study of women receiving welfare in an urban Michigan county. The hypothesis that social anxiety disorder would predict reduced work attainment was examined. Methods: Psychiatric diagnoses were established with the Composite International Diagnostic Interview- Short Form. The authors conducted a linear fixed-effects regression analysis for survey data with 609 respondents who completed at least the third wave of the Women's Employment Study in order to explore obstacles to employment among mothers on welfare. Results: Analyses demonstrated that compared with respondents without social anxiety disorder, those with this disorder worked fewer months. The impact of social anxiety disorder was independent of and more striking than the effects of depression. Conclusions: By undermining efforts to obtain or maintain employment, social anxiety disorder poses a significant, unrecognized impediment to efforts to reduce welfare reliance and to help recipients achieve economic self-sufficiency. Because recipients may lose benefits if they fail to enter the workforce rapidly and if they exceed time limits for support, those with social anxiety disorder are at risk of extreme economic hardship. Improved access to effective treatments in this population could have significant public health and economic benefits. (PsycINFO Database Record (c) 2009 APA, all rights reserved)

Tsang, H.W.H., Angell, B., Corrigan, P.W., Lee, Y., Shi, K., Lam, C.S., Jin, S. & Fung, K.M.T. (2007). A cross-cultural study of employers' concerns about hiring people with psychotic disorder: Implications for recovery. *Social Psychiatry and Psychiatric Epidemiology*, 42(9), 723-733.

Introduction: Employment discrimination is considered as a major impediment to community integration for people with serious mental illness, yet little is known about how the problem manifests differently across western and non-western societies. We developed a lay model based on Chinese beliefs and values in terms of Confucianism, Taoism, Buddhism, and folk religions which may be used to explain cross-cultural variation in mental illness stigma, particularly in the arena of employment discrimination. In this study, we tested this lay approach by comparing employers' concerns about hiring people with psychotic disorder for entry-level jobs in US and China. Method: One hundred employers (40 from Chicago, 30 from Hong Kong, and 30 from Beijing) were randomly recruited from small size firms and interviewed by certified interviewers using a semi-structured interview guide designed for this study. Content analysis was used to derive themes, which in turn were compared across the three sites using chi-square tests. Results: Analyses reveal that employers express a range of concerns about hiring an employee with mental illness. Although some concerns were raised with equal frequency across sites, comparisons showed that, relative to US employers, Chinese employers were significantly more likely to perceive that people with mental illness would exhibit a weaker work ethic and less loyalty to the company. Comparison of themes also suggests that employers in China were more people-oriented while employers in US were more task-oriented. Conclusion: Cultural differences existed among employers which supported the lay theory of mental illness. (PsycINFO Database Record (c) 2009 APA, all rights reserved)

Unger, D.D. (2002). Employers' attitudes towards persons with disabilities in the workforce: Myths or realities? *Focus on Autism and Other Developmental Disabilities*, 17(1), 2-10.

A review of literature on employers' attitudes toward workers with disabilities found that type and severity of disability may affect workforce inclusion, employers appear willing to sacrifice work performance or work quality in exchange for a dependable employee, and employers report several concerns surrounding the work potential of employees with disabilities. (Contains references.) (CR)

Wehbi, S., El-Lahib, Y. (2007). The employment situation of people with disabilities in Lebanon: Challenges and opportunities. *Disability & Society*, 22(4), 371-382.

This article presents the findings of a study on the employment situation of people with disabilities in a rural region in Lebanon. The study was conducted as one of the activities of a community development project that saw the establishment of a job center for people with disabilities. The majority of the study's 200 participants were unemployed, and many had never been employed. Other participants were mostly self-employed, with many of them working from home. The article discusses obstacles to finding and keeping a job and ends with recommendations for change at the level of community intervention, policy and research.  
(PsycINFO Database Record (c) 2009 APA, all rights reserved)

Wehman, P., Targett, P., Yasuda, S., McManus, S. & Briel, L. (2007). Helping persons with traumatic brain injury of minority origin: Improve career and employment outcomes. *Journal of Head Trauma Rehabilitation*, 22(2), 95-104.

Racial and ethnic minorities have a disproportionately high rate of disability compared to white Americans, with African and Hispanic Americans overrepresented in all disability categories. Subsequently, the demand for quality employment and rehabilitation services for individuals with disabilities from minority racial or ethnic groups is increasing. In order to meet the increasing demands of minorities who are severely impaired, vocational rehabilitation professionals and other team members assisting those with traumatic brain injury (TBI) with employment need to become familiar with effective models of service delivery. This article reviews the literature related to return to work following TBI for minorities. A brief review of the supported employment for TBI and supported education literature is also provided. Afterwards, 2 case studies, illustrating the effectiveness of supported employment and educational services, are offered to show how minority individuals with severe TBI can return to work or college post-injury, when services are individualized to meet personal needs.  
(PsycINFO Database Record (c) 2009 APA, all rights reserved)

Wilson-Kovacs, D., Ryan, M.K., Haslam, S.A. & Rabinovich, A. (2008). "Just because you can get a wheelchair in the building doesn't necessarily mean that you can still participate": Barriers to the career advancement of disabled professionals. *Disability & Society*, 23(7), 705-717.

Despite governmental efforts and organizational initiatives, the number of disabled professionals in full-time employment is small, and the number of those occupying leadership positions remains even smaller. Past research into disability and employment has outlined a range of barriers that disabled people face in seeking and maintaining employment. Yet, not enough is known about the challenges they encounter in top ranking appointments. This article extends Ryan's and Haslam's notion of the glass cliff to help explain the precariousness experienced by a group of disabled employees in leadership positions--focusing on the nature of the positions they hold and the difficulties they encounter as they attempt to advance their careers. Using qualitative interview data the analysis draws attention to problems associated with lack of opportunity, lack of resources and lack of support. It also point to ways of making workplace cultures and organizational practices more supportive of diversity.  
(Abstractor: As Provided)

Wilton, R.D. (2008). Workers with disabilities and the challenges of emotional labour. *Disability & Society*, 23(4), 361-373.

This paper explores the implications of emotional labour for workers with disabilities, drawing on qualitative data from interviews with 59 respondents who had disabilities and who worked in service sector occupations. The analysis illustrates that employer demands for emotional labour may prove difficult for workers with a range of disabilities, including psychiatric diagnoses, learning difficulties and physical impairments. Analysis also points to the ways in which the non-accommodating nature of many workplaces often forces workers with disabilities to engage in "extra" emotion work in the interests of fitting in and concealing/ downplaying their impairments. (Contains 2 tables and 3 notes.)  
(Abstractor: As Provided)

Winn, S. (2007). Employment outcomes for the congenitally deaf in Australia: Has anything changed? *American Annals of the Deaf*, 152(4), 382-390.

The employment of deaf school leavers is considered by means of data from a recent study conducted in South Australia (Winn, 2005). Its findings are compared with those of three other Australian studies conducted over the past several decades (Australian Federation of Adult Deaf Societies, 1973; Deaf Society of New South Wales, 1998; Hyde, 1988). Compared to the rest of the community, deaf adults have had and continue to have higher unemployment rates, are underemployed in terms of the range of occupations, and typically earn less than the general population in similar occupations. The most recent study (Winn, 2005) provides evidence that Australian deaf adults have poor employment outcomes despite access to higher education and legislation prohibiting discrimination. That employment outcomes have not altered dramatically since earlier studies suggests that positive programs are required to address the general community's attitude about deafness as a disability. (Contains 7 tables.)

(Abstractor: Author)

Wolfenden, B. & Grace M. (2009). Returning to work after stroke: A review. *International Journal of Rehabilitation Research*, 32(2), 93-97.

This review focuses on the experiences and rehabilitation needs of working age, higher functioning stroke survivors in relation to their 'return to work'. It grew out of the poststroke experience of one of the authors and her realization of the inadequacy of services to facilitate return to work and optimal recovery from stroke. The authors' aim is to present a practice-oriented review that can provide information for future practice and research. Returning to work and sustaining employment are considered key aspects of rehabilitation and recovery by younger stroke survivors. From a psychosocial perspective, successful return to work can enhance recovery and life satisfaction by consolidating self-esteem, confidence and social identity. However, even higher functioning stroke survivors with minimal or no obvious physical disability may experience workplace challenges relating to their neurological condition. Appropriate rehabilitation would include specific preparation for return to work, education within the workplace to facilitate return to work, participation by the stroke survivor in all aspects of the management of their return to work, and an ongoing role for a stroke educator/workplace advocate. In conclusion, further research is required in this area to support stroke survivors in returning to and maintaining employment to achieve their poststroke potential. Thirteen recommendations arising from the existing literature and the lived experience of one of the authors are presented at the end of the review. *International Journal of Rehabilitation Research* 32:93-97 (C) 2009 Wolters Kluwer Health | Lippincott Williams & Wilkins.

Wolffe, K.E. & Spungin, S.J. (2002). A glance at worldwide employment of people with visual impairments. *Journal of Visual Impairment & Blindness*, 96(4), 245-253.

A survey of 75 countries investigated jobs performed by adults with visual impairments throughout the world. Although there is a greater diversity in the range of jobs in developed countries, people who are visually impaired do not have the same range of opportunities available to them as sighted people. (Contains references.) (CR)

Young, I.P. & Prince, A.L. (1999). Legal implications for teacher selection by the ADA and the ADEA. *Journal of Law and Education*, 28(4), 517-530.

Hypothetical teacher candidates were created, some of whom were depicted as having an acknowledged disability, others having no acknowledged disability and all varied with respect to chronological age. A national random sample of public school principals evaluated the teacher candidates as if screening for a vacant position within their school buildings. School districts were found to be in compliance with the intent of several legislative acts. (Contains 17 references.) (MLF)