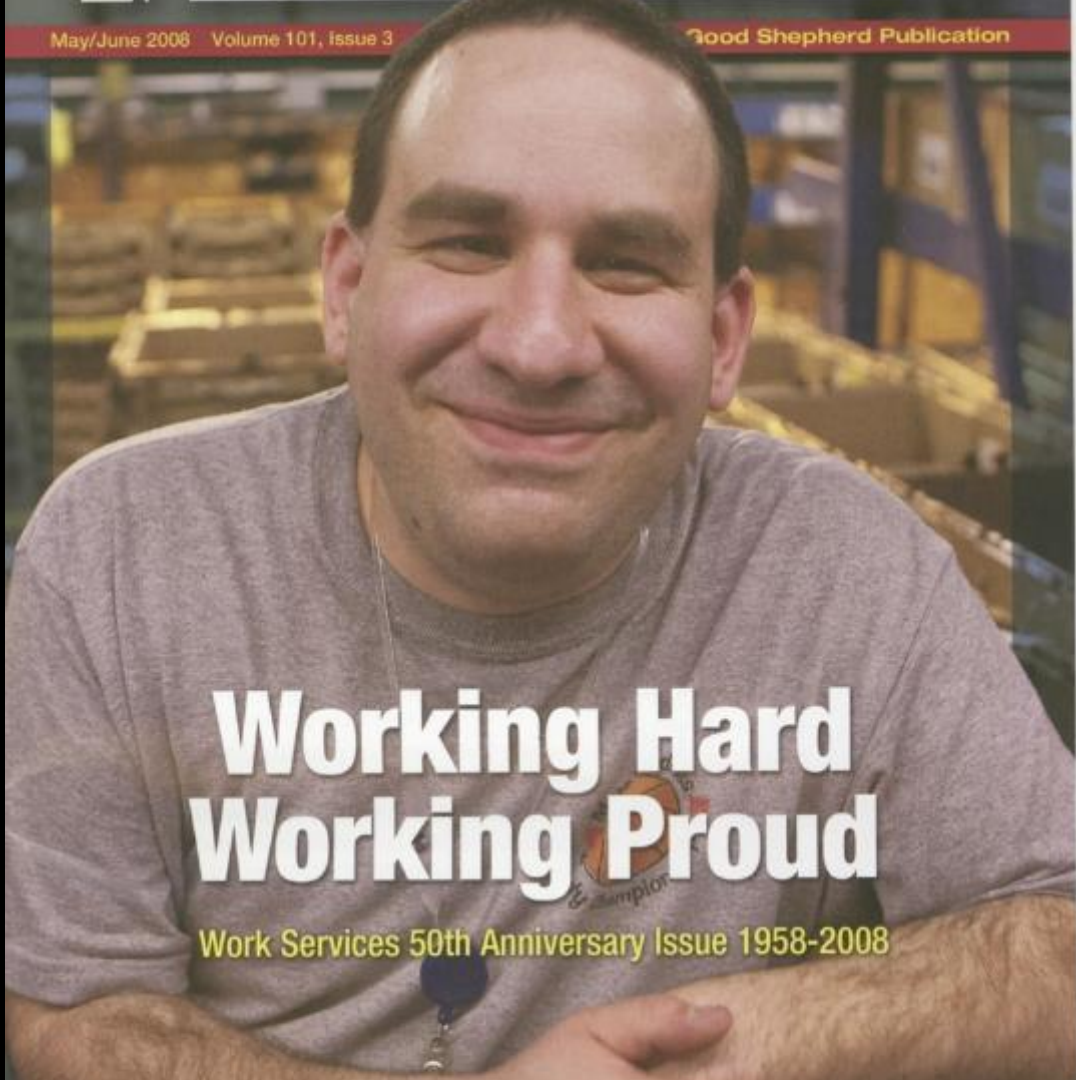






A photograph of a middle-aged man with short dark hair, smiling at the camera. He is wearing a grey t-shirt and has his arms crossed. The background is a warehouse or industrial setting with yellow metal shelving units filled with boxes.

Working Hard Working Proud

Work Services 50th Anniversary Issue 1958-2008



Traditional Hiring
Procedures & Screening



Traditional Hiring
Procedures & Screening

Transitional Work
Group







Figure 1 Relative Picking Rate Comparison

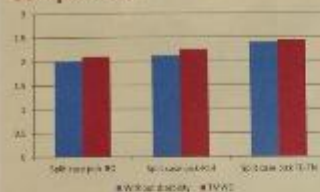
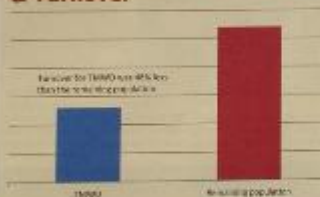


Figure 2 Employee Retention & Turnover



For all three levels, the 3-year average productivity rate was significantly higher for team members without a disability as compared to team members with a disability. These findings support the idea that individuals with disabilities have lower turnover rates.

For the entire location, the 3-yr turnover rate was significantly higher ($p < 0.05$) for the 100% than for the 50% and 25% treatments as compared to the 100% treatment (Figure 2). These results support the hypothesis that individuals with diverse (vs. lower) turnover rates.

Thompson, Richard
12000, 12001, 12002
12003, 12004, 12005
12006, 12007, 12008

Safety Size
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Professional Safety

Journal of the American Society of Safety Engineers

Creating an Inclusive Workplace

Engaging the Strengths of the Special Needs Community

**Popping the Lid
Off Diacetyl**
Standing Up to Obesity
Best Practices
**Ergonomics for
Telecommuters**

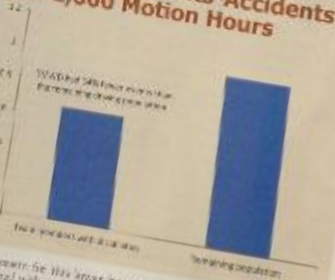
Table 1 Lift-Truck Driver Performance

	THM11	Vol	Total
45.400	38.743	162.000	
54	238		

Figure 4
Lift-Truck Analysis Population



Figure 5
Relative Incidents-Accidents
per 1,000 Motion Hours



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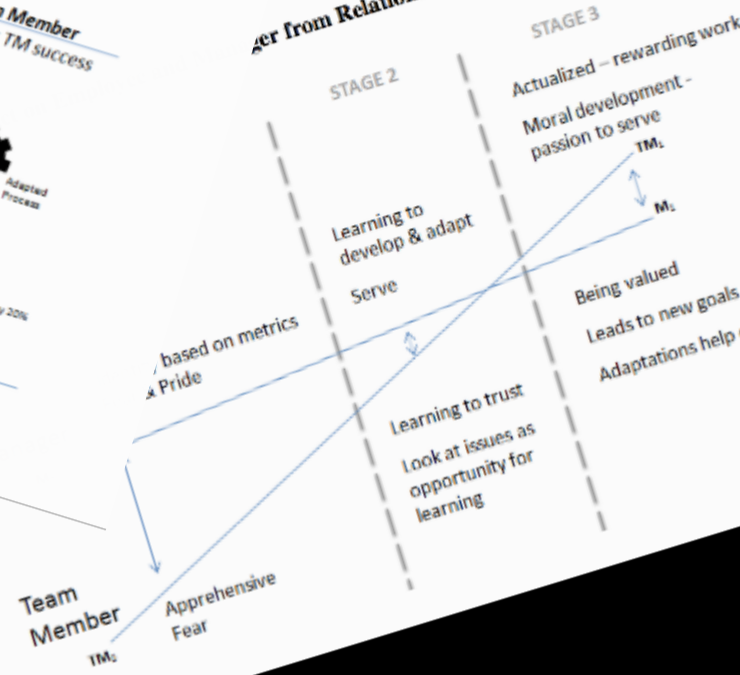
Figure 2

THREE STAGES OF LEARNING THE INCLUSIVE MANAGEMENT STYLE



INTEGRATED INCLUSIVE ORGANIZATION: BEYOND ACCOMMODATIONS

Figure 4: Manager from Relational Based Management



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This paper was presented in August 2015 at the Academy of Management Annual Conference in Vancouver B.C. Paper received top paper award: Benedictine University Award for Outstanding Scholar-Practitioner Collaboration - Management Consulting Division.

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