The Honorable Bob Casey  
393 Russell Senate Office Building  
Washington, D.C. 20510  

July 27, 2018  

Dear Senator Casey,  


The Disability Employment Incentives Act (DEIA) will encourage employers to hire and retain people with autism and other disabilities by increasing the impact of three existing tax credits currently available to employers. There are millions of people with disabilities who want to work and are fully qualified for many jobs. Unfortunately, in spite of the ADA being in existence for almost three decades, employers continue to discriminate or underestimate the abilities of people with disabilities. In addition, many businesses are afraid the costs of removing physical barriers or other accommodations for individuals with disabilities will be too high. The combination of increasing tax credits and providing incentives for hiring and retaining individuals who receive Social Security benefits will truly go a long way to encourage businesses to employ more individuals with autism and other disabilities. These tax incentives are very much in line with the Autism Society’s legislative goals related to employment.  

The Office of Disability Policy Act will be enormously helpful. The disability community has long asked Congress to provide analyses on the impact of policies on people with disabilities and their families as they are in development. People with disabilities are impacted by almost every law and public policy. However, policymakers do not always consider their impact on people with disabilities. Consider the recent decisions of several businesses to completely eliminate plastic straws without considering how it might impact people with disabilities who need them, not just for enjoyment, but to survive. While this policy is not federal policy, it is a simple policy change that demonstrates the impact. If federal policy governing the construction of buildings before the ADA had only considered the needs of people with disabilities, millions of people would not currently be locked out of businesses, restaurants, court houses, and private homes of friends.
Thank you again, Senator Casey, for celebrating the ADA and using it as an opportunity to improve the lives of people with disabilities of all ages and all types of disabilities. We stand ready to help you move these bills through Congress.

Please feel free to contact Kim Musheno, Autism Society Vice President of Public Policy at kmusheno@autism-society.org with any questions.

Sincerely,

Scott Badesch
Executive Director and CEO