

Advocate for Yourself Disclosing Disability in the Workplace

When to Disclose.

There is no right or wrong time or place to disclose your disability.

Think about the pros and cons of disclosure at each point of the job search- recruitment, hiring, and onboarding process. Make the decision to discuss your disability if or when it works best for you. If you chose to disclose your disability, do it in a safe place and allow enough time for the person to ask questions.

Why Disclose in the Workplace.

The Americans with Disabilities Act (ADA) protects you from disability-related discrimination. The laws require that qualified job applicants and employees with disabilities be provided with reasonable accommodations.

In order to receive reasonable accommodations, you must disclose your disability to your employer.

What to Disclose.

You are not required to share any information to share about your disability. The information you decide may be unique to you.

It may be helpful to share the following:

General information about your disability.

Why you are disclosing your disability.

Types of accommodations that have worked for you in the past.

Types of accommodations you will need in the workplace.

Your Rights

You have the right to:

Have information about your disability treated confidentially and respectfully.

Get information about hiring practices from any organization.

Choose to disclose your disability at any time during the employment process.

Receive reasonable accommodations for an interview.

Be considered for a position based on your skills.

Have respectful questioning about your disability for the purpose of determining whether you need accommodations and if so, what kind.

You have the responsibility to:

Disclose your need for any work related reasonable accommodations.

Bring your skills and experiences to the job.

This resource was made in partnership with the Metro Regional Quality Council.