

TO DISCLOSE OR NOT TO DISCLOSE?

Disability Disclosure and Student Advising

Best Practices for Career Advisors

- Provide students with a safe space to voice their feelings regardless of whether they choose to disclose their disabilities.
- Acknowledge the complexity of disclosing a disability and the vulnerability the student may experience.
- Ensure students have a clear reason for disclosing their disability (instead of feeling obligated to disclose).
- Encourage students to make their own, highly personal decisions regarding disclosure.
- Inform students about their legal rights and convey that they are under no obligation to disclose to an employer at any point.
- Highlight that workplace accommodations are not the same as in a higher education setting.
- Recognize the potential for discrimination to occur.
- Give students insight into employers' perspectives on disability disclosure.
- Encourage students to seek out employers committed to disability inclusion.
- Should a student wish to disclose, help them:
 - Articulate how they will do the job;
 - Highlight past accomplishments;
 - Demonstrate that the accommodations they require are not difficult to implement; and
 - Consider the timing of disclosure in the hiring process and when it makes the most sense for their unique situation.

Pros and Cons(iderations) of Disclosure for Students

Pros	Considerations
● Provides access to accommodations in hiring and employment ● Ensures access to legal protections ● Builds trust with employers ● Allows students to explain certain behaviors to employers ● Creates a support system in the workplace ● Empowers students to advocate for themselves ● Opens up DEI opportunities	● Might expose student to employer bias, leading to unequal treatment in employment ● May limit future career opportunities ● Could feel stigmatizing ● Potential for unwanted attention ● Possibly exposes student's private information ● Adds to the challenges of an already challenging application and hiring process

Resource List

1. American Printing House for the Blind, *CareerConnect Blog*, “Introducing Employment Connections: First Topic—Disclosing a Disability,”
<https://aphconnectcenter.org/careerconnect-blog/introducing-employment-connections-first-topic-disclosing-a-disability/>.
2. Center for Psychiatric Rehabilitation at Boston University, “Disclosing Your Disability to an Employer,” <https://cpr.bu.edu/resources-and-information/reasonable-accommodations/disclosing-your-disability-to-an-employer/>. *
3. Interactive Autism Network, Kennedy Krieger Institute, “Tell or Not Tell? Disclosing a Disability in the Workplace,” <https://www.kennedykrieger.org/stories/interactive-autism-network-ian/tell-or-not-tell-disclosing-disability-workplace>.
4. Jason Olsen, “Employers: Influencing Disabled People’s Employment Through Responses to Reasonable Adjustments,”
<https://www.tandfonline.com/doi/epdf/10.1080/09687599.2022.2099251?needAccess=true>.
5. Job Accommodation Network (JAN), “Disclosing a Disability Before an Accommodation is Needed,” <https://askjan.org/articles/Disclosing-a-Disability-Before-an-Accommodation-is-Needed.cfm>.
6. Legal Aid at Work, “*Disabilities in the Workplace: Reasonable Accommodation*,”
<https://legalaidthatwork.org/factsheet/disabilities-in-the-workplace-reasonable-accommodation/>.
7. LeoForce, “Should Neurodiverse Candidates Disclose Their Status?”
<https://leoforce.com/blog/should-neurodiverse-candidates-disclose-their-status/>.
8. *Myfuture - Career Advice*, “Disclosing a Disability to an Employer,”
<https://myfuture.edu.au/career-articles/details/disclosing-a-disability-to-an-employer>.
9. National Organization on Disability, “Disclosing a Disability to an Employer: Your Rights,”
<https://nod.org/disclosing-a-disability-to-an-employer-your-rights/>.
10. Sarah von Schrader et al., “Perspectives on Disability Disclosure: The Importance of Employer Practices and Workplace Climate,” <https://link.springer.com/article/10.1007/s10672-013-9227-9>.
11. Silvia Bonaccio et al., “The Participation of People with Disabilities in the Workplace Across the Employment Cycle: Employer Concerns and Research Evidence,”
<https://pubmed.ncbi.nlm.nih.gov/32269418/>.
12. *The Learning Partnership - Learning Disabilities Association of Ontario*, “Disclosing Disability,”
<https://tlp-lpa.ca/career/disclosing-disability>.
13. Wenzel Fenton Cabassa, P.A., “Fired for Not Disclosing Disability?”
<https://www.wenzelfenton.com/blog/2023/11/06/fired-for-not-disclosing-disability/>.

*Useful resource to provide to students weighing the decision to disclose.