

## Disclosure

### Decision To Disclose is Complex

If you choose to disclose your disability to an employer, it is important to talk about how you learn or perform tasks, rather than to focus the conversation on ‘disability’. For example, “I am able to do these skills and it would help if I had someone show me and demonstrate for me how to do them. It also helps when I have a clear list of what I am supposed to do.”

#### I want to disclose because

- ✓ I may need accommodations
- ✓ I prefer to be honest with my supervisor & team
- ✓ I have disclosed before, & it was helpful & comfortable
- ✓ I feel better when I do
- ✓ I think people suspect, so I prefer to tell

#### I don't want to disclose because

- ✓ I am a private person
- ✓ People may treat me differently
- ✓ I fear I won't get chosen if I do
- ✓ Once I tell 1 person, I can't control who they tell
- ✓ People may expect less of me
- ✓ It is not relevant
- ✓ It is a hard thing to discuss

#### Possible Risks of Non-Disclosure

- **Unable to request accommodations**
- **Social isolation**
  - People may fear questions if they get close to others
  - Others may wonder what is going on with the person
  - Others may sense something but see non-disclosure as a “back off” sign
- **Feel compelled to misrepresent**
  - Some people make up a different diagnosis to cover
  - Some people might explain medical appointments with other excuses (participating in study, etc.)
- **Receive less support than people who do disclose**

- **Keeping secret is stressful**