

Disclosure Options

	<i>Advantages</i>	<i>Disadvantages</i>	<i>Issues</i>
1. On a job application	<ul style="list-style-type: none"> • Honesty/peace of mind • Easy/lets employer decide if disability is an issue 	<ul style="list-style-type: none"> • Might disqualify you with no opportunity to present yourself and your qualifications • You may never know you've been screened out of the competition 	<ul style="list-style-type: none"> • You may have a harder time finding work, but usually have no disability-related problems when you do
2. During an interview	<ul style="list-style-type: none"> • Honesty/peace of mind • Opportunity to respond positively and in person to specific disability issues • Discrimination less likely face-to-face 	<ul style="list-style-type: none"> • Puts responsibility on you to handle disability issues right up front • Too much emphasis on issue indicates possible problem. • you may not be evaluated on abilities 	<ul style="list-style-type: none"> • How comfortable are you discussing your disability? Are you too preoccupied with your disability? • You must prepare to answer these difficult questions
3. After the interview when a job is offered -but before you begin work	<ul style="list-style-type: none"> • Honesty/peace of mind • If the disclosure information changes the hiring decision and you are sure that your disability will not interfere with your ability to perform the job, the Human Rights Code will apply 	<ul style="list-style-type: none"> • Employer might feel you should have told before hiring decision was made • May lead to distrust between you and the employer • The job offer may be rescinded 	<ul style="list-style-type: none"> • Need to honestly evaluate disability condition in light of the specific tasks of the prospective job • Need to be able to explain ability to perform the job
4. After you start work	<ul style="list-style-type: none"> • Opportunity to prove yourself on job before disclosure • Allows you to respond to disability questions with peers at work • If disclosure affects employment status and the condition doesn't affect ability to perform job or job safety, you may be protected by law 	<ul style="list-style-type: none"> • Nervousness on the job • Employer may accuse you of falsifying your application • Problems on the job may begin • Could change interaction with peers 	<ul style="list-style-type: none"> • The longer you put off disclosing, the harder it becomes • It's difficult to identify whom to tell
5. After a problem on the job	<ul style="list-style-type: none"> • Opportunity to prove yourself on job before disclosure 	<ul style="list-style-type: none"> • Possible employer accusation of falsifying your application • Can perpetuate disability myths and misunderstandings 	<ul style="list-style-type: none"> • Relationships you establish with co-workers may be hurt if they feel you have been untruthful with them. • It may be difficult to regain trust
6. Never	<ul style="list-style-type: none"> • Employer and coworkers will not automatically assume that any work performance issues are disability related • You will not be asked to explain your disability 	<ul style="list-style-type: none"> • If disability is discovered, you run the risk of being fired 	<ul style="list-style-type: none"> • If you're sure your disability will not be an issue for your job performance, the issue of disclosure becomes less critical