Deciding to Disclose Your Disability
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Take time to think about the pros and cons of sharing your disability with your potential new boss or work mates. The Disclosing Your Disability Worksheet can help you approach this important topic.

- Reflect on the impact
- If you decided, reflect on when to disclose your ability
- Understand what your employer can ask
What your employer can ask

The **Americans with Disabilities Act** does not allow employers to ask questions about whether you have a disability before making a job offer (i.e., the pre-offer period). They cannot directly ask about this in written questionnaires, during interviews, or any medical examinations. However, such questions and medical examinations are permitted after extending a job offer but before the individual begins work (i.e., the post-offer period). For more information, visit this fact sheet: [Job Seekers and ADA Accommodations](#).
Disclosing your disability

If you decide to disclose take time to reflect on these important areas:

• **Essential Job Functions** - Are you are able to fulfill all tasks independently or do you require assistance or accommodations?

• **Language** - Is there preferred terminology about your disability that you would like your work colleagues to use?

• **Accommodations** - Is the building, furniture, and technology accessible? Let your supervisor know of any accommodations you may need, including assistive technology or devices.

• **Location** - Is the job in the office? Are you able to work from home?

• **Schedule** - Does a particular work schedule work better? Is a flexible work schedule or modified break schedule available?

• **Transportation** - Do you have means of transportation?
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Goal: Use this tool to help you decide if you will Disclose Your Disability.
IRTs can provide support

Integrated Resource Teams (IRTs) help job seekers with disabilities to make progress along their career. You can create an IRT with the support of a Disability Resource Coordinator (DRC), counselor, family member, or friend.

YourDreamYourTeam.com provides resources for:

- How to Create an IRT
- Job Seekers with Disabilities

These slides are a summary of the section on Disclosing Your Disability. For more information, please visit YourDreamYourTeam.com.