# Deciding to Disclose Your Disability

## **First, am I required to disclose my disability?**

* You are not legally required to disclose your disability. If your disability does not require an accommodation, you may not even need to disclose your disability.

## **What if I’m not sure if I need an accommodation?**

* If you are not sure if you will need an accommodation (I.e. maybe in some interviews they have requested you complete an assessment, and an accommodation would have helped you better show your talents in the assessment, but you were unaware beforehand) ask questions about the hiring process to learn more. Always be prepared to explain why you are asking; you may not need to say what your disability is, but explain the benefit of knowing and the benefit of the accommodation. This will show the employer you are serious about being a high performer and meeting their needs. It also helps to give an example of how this accommodation has helped you in the past.

## **My disability is visible, I won’t need to disclose, when they see me they’ll know.**

If you have a visible disability, when you arrive to the interview or on the beforehand, address your disability if you are comfortable doing so. You can explain to them what language you prefer and if there are any considerations to an aid you use that you feel they should know (i.e. I will require an ASL interpreter, have you interviewed someone with an ASL Interpreter before? No? I have worked with CCRW before who helps employers with this, but it is most important to me you address your questions to me and not the interpreter.”

## **If you decide to disclose, review the employer’s/ company’s policies and experiences regarding people with disabilities.**

* Go on their social media, perhaps they are connected with or support a local organization that supports people with disabilities.
* Some organizations also post statements about inclusion or requesting accommodations when applying in their job ad or on their website. If they do, reach out to the person you are communicating with for more information.
* If you are unable to find anything that relates to disability in the workplace, work with a local organization, like CCRW, to create a plan to disclose your disability. You can also ask the employer, “Do you have a policy in place around accommodations in the hiring process?”

Disclosing your disability can look different for everyone and can look different depending on the position and workplace. If you need support, please connect with CCRW.