Disclosure – Do I Discuss My Disability with a Prospective Employer?

- Disclosure simply means to uncover information that is not apparent. In this case you would be disclosing information about your disability in order to obtain accommodations from the employer in order to perform that job.

- Accommodations may be defined as an adjustment to the working environment in order that you may be able to carry out your job.

- If you do not need accommodations, you do not have to disclose your disability.

- Disclosing a disability is a personal decision. You are not obligated to do so. You don’t have to make this decision on your own, seek out help from the Career Development Office and the Disability Services Office of Molloy College.

- If you need accommodations for the interview, contact the Human Resources Office of a larger company or speak to the interviewer at a smaller company or organization to request what you may need.

- Answering questions regarding your disability can be awkward. Practice before you get to the interview. Think of questions that may come up concerning your individual disability and be ready to answer them while highlighting your strengths.

For more information regarding Disclosure, please refer to the following websites:

www.askjan.org
Job Accommodation Network

www.dol.gov/odep/
US Department of Labor, Office of Disability Employment Policy