

Academic Advising & Career Centre

Access Ability Services

Managing Your Career: Strategies for Graduates with Dis Abilities

Self-Advocacy and Disclosure

Video 3: How to Disclose a Disability

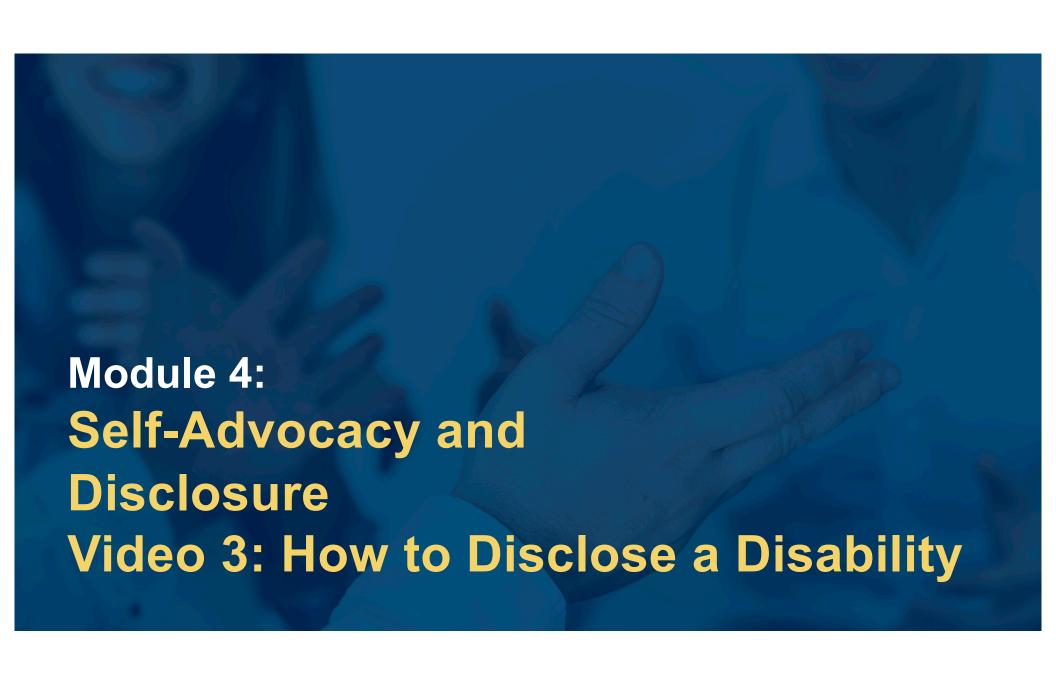


Modules

- 1. Career Planning
- 2. Understanding Employment Equity
- 3. Addressing Employment Barriers

4. Self-Advocacy and Disclosure

5. Workplace Accommodations



How to Disclose

Prepare for a conversation:

- Ensure you know the legal obligations of disclosure, which we talked about in the previous video
- Understand your disability and be able to convey relevant information as it relates to the job
- Identify your specific needs the same disability affects people differently
- Be prepared with potential solutions/accommodations to be effective in your role
- Know who to disclose needs to

Strategies for Disclosure

- Keep the information simple and factual
- Share the information in a positive way do not explain your disability as a problem
- Discuss your strengths, and share how you have faced and responded to challenges.
- Present solutions and show them the support tools you use to perform tasks independently
- Request the accommodations you need and discuss options, tools, and resources



- Simple and factual
- Share the information in a positive way
- Strengths and skills
- Already responded to challenges
- Present solutions
- Discuss accommodation options

Who to Disclose to

Human Resources

Understand equity, Confidentiality

Health and Safety

Responsible for safe environment, especially physical

Supervisor

May be able to accommodate "off the record"

Arrange meeting in advance for privacy and attention

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Disclosure Checklist

The Ontario Human Rights Commission offers a checklist on how to disclose your disability-related needs. We recommend you check it out.

www.ohrc.on.ca/en/iv-human-rights-issues-all-stages-employment/8-meeting-accommodation-needs-employees-job

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Access*Ability* **Services**

If you would like to provide feedback on these videos or if you have questions or concerns, please contact:

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