Managing Your Career: Strategies for Graduates with DisAbilities

Self-Advocacy and Disclosure

Video 3: How to Disclose a Disability
1. Career Planning
2. Understanding Employment Equity
3. Addressing Employment Barriers
4. **Self-Advocacy and Disclosure**
5. Workplace Accommodations
Module 4:
Self-Advocacy and Disclosure
Video 3: How to Disclose a Disability
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
Strategies for Disclosure

- 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.

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

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