

DISCLOSURE 101

Choosing When to Disclose (Or Not Disclose)

Disclosing a disability to a supervisor or potential internship site is a very personal decision. You have the power to choose who you want to disclose to, what you want to disclose, and when (or if) you want to disclose. Below are some common times that individuals may choose to disclose:

DURING THE APPLICATION

Some individuals choose to disclose immediately during the application process. This can be helpful if you want to be upfront with a potential work or internship site immediately.

DURING THE INTERVIEW

Some individuals prefer to disclose during the interview process. This can be a good time to disclose and connect your disclosure of challenges to strengths that you would bring to the position.

WHEN OFFERED A JOB/INTERNSHIP

Some individuals prefer to disclose after they have been offered a position. You can have this conversation when accepting the job and internship, and discuss potential accommodations that you may want to utilize at this site.

IMMEDIATELY WHEN YOU BEGIN WORKING

Some individuals choose to disclose when they begin working. This conversation can happen when discussing accommodations that may be necessary to perform tasks at the work or internship site.

AFTER WORKING FOR SOME TIME

Some individuals disclose after they have been working for some time. Some reasons include: a new job task is introduced that you want accommodations for, or if there is a change in supervisors and want support working with a new supervisor.

NEVER

You have the right to choose to not disclose a disability. However, if you choose not to disclose a disability, you may have a more difficult time justifying or documenting the need for accommodations at that work or internship site.

THE THREE W'S OF DISCLOSURE

- **Who:** just because you choose to disclose, doesn't mean you have to disclose to everyone at your job or internship. You can choose to only disclose to your direct supervisor.
- **What:** you can choose how much you want to disclose - remember, internship sites don't need to know everything about you when you disclose. You may choose to only disclose certain challenges that may impact you in that specific work setting.
- **When:** it is your decision to choose when you feel most comfortable disclosing.