

# Disability Disclosure

1 in 4 adults in the United States reported having a disability in 2022.

**That's over 70 million people!**

2022 Behavioral Risk Factor Surveillance System (BRFSS)



**47%**

Almost half of employees with invisible disabilities have **not** disclosed their conditions to their employers.

2023 Society for Human Resource Management

## Your Right to Decide

Deciding when you disclose your disability is your choice. Before disclosing talk to trusted family and friends to understand your options.

- Do you disclose before or after being hired?
- How much do you need to disclose?
- How will you disclose?

# Disability Disclosure...

# TMI?!?!\*

\*TMI: Too Much Information

**You have the power to choose what information to disclose about your disability. Before sharing information with someone, ask yourself what information does that person need related to their role in your life.**

## Doctor/Therapist

Doctors and therapists need information to help you make important health decisions.

- Your disability and how it affects you
- Any challenges or behaviors you have with your disability
- Any physical or mental concerns
- Any recent changes in your health or needs



## Family/Friends/Caregivers

Family and Caregivers may need the information to support you.

- What challenges the disability is creating for you
- How your disability makes you feel
- Suggestions on how you can be a part of decisions/treatment
- Any recent changes in your health or accommodations to try



## Peers/Coworkers

Coworkers and acquaintances do not need detailed information. Only share what you are comfortable sharing.

- The disability and the how your disability affects you
- Any physical or mental considerations relevant to your role or interactions
- Any accommodations you use for activities
- Any recent changes in your health or needs



## Teachers/Employers

Teachers and Employers only need information that will affect your school or work safety/performance.

- The disability and how it affects you
- Any challenges or safety concerns related to your disability
- What reasonable accommodations you need for your work
- The skills, strengths, and unique perspectives you bring





# Disability Disclosure

Complete the categories listed below. Then, use your answers to fill in the Disability Disclosure Personal Statement on the following page.

## My Disabilities

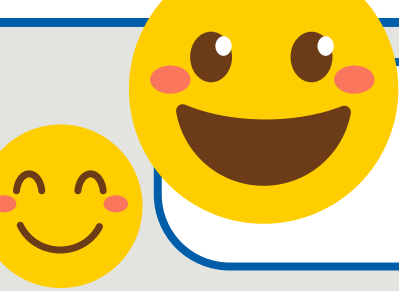
### Accommodations I might need

### Accommodations I use

### My Skills and Abilities

### My Goals

### My Challenges



# Disability Disclosure



\_\_\_\_\_ 's Personal Statement

Today I want to tell you about myself and how I work most effectively.

The skills and abilities that I will bring with me are: \_\_\_\_\_

\_\_\_\_\_

Some of the challenges I experience are:

\_\_\_\_\_

But, I use the following accommodations to be successful: \_\_\_\_\_

\_\_\_\_\_

Sincerely,