# Disclosure Options for Employment

<table>
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<tr>
<th>Time of Disclosure</th>
<th>Advantages</th>
<th>Disadvantages</th>
<th>Issues</th>
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</thead>
<tbody>
<tr>
<td>1. On a Resume or Application</td>
<td>Honesty/Peace of Mind: Lets employer decide if disability is an issue.</td>
<td>Might disqualify you with no opportunity to present yourself &amp; your qualifications.</td>
<td>You may have a harder time finding work, but usually have no disability related problems.</td>
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<td>2. Employer Calls for an Interview</td>
<td>Honesty/Peace of Mind: Reduces “Shock Value” upon initial meeting.</td>
<td>May not get interview or receive serious consideration during interview.</td>
<td>Without “Shock Value”, employer may more comfortable.</td>
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<td>3. Interview: Moment of Meeting</td>
<td>Demonstrates to employer your positive self-perception.</td>
<td>“Shock Factor” that makes employers uncomfortable: may have to refocus employer.</td>
<td>Employer is distracted by your disability. Deal with embarrassment and anger.</td>
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<td>4. During the Interview</td>
<td>Honesty: Opportunity to respond briefly &amp; positively in person to specific disability issues. Discrimination less likely face-to-face.</td>
<td>Puts responsibility on you to handle disability issues in a clear, non-threatening way. Too much emphasis on issue indicates possible problem: you are not being evaluated on your abilities.</td>
<td>How comfortable are you discussing your disability? Are you too preoccupied with disability? Prepare to answer.</td>
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<td>5. Interview: Pre-offer</td>
<td>Honesty: Lets employer know prior to offer.</td>
<td>Employer may feel person has been less than honest waiting this long.</td>
<td>If a person requires accommodations, they need to consider disclosing at this point.</td>
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(Aase and Smith, 1989 & Witt, M.A., 1992)
## DISCLOSURE OPTIONS FOR EMPLOYMENT

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<td>6. Interview: Post-offer,</td>
<td>Honesty: If the disability information changes the hiring decision, there is legal recourse.</td>
<td>Employer may feel you should have told before hiring decision was made. Could lead to distrust.</td>
<td>Need to evaluate disability &amp; explain that it will not interfere with ability to perform job.</td>
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<tr>
<td>Pre-acceptance</td>
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<td>7. After you start work</td>
<td>Opportunity to prove yourself on a job before disclosure. Allows you to respond to disability questions with peers at work. If disclosure affects employment status &amp; the condition doesn’t affect your ability to perform your job, you may be protected by law.</td>
<td>Nervousness on the job. Possible employer accusation of falsifying your application. Could change interactions with peers. May not have legal recourse.</td>
<td>The longer you put off disclosing, the harder it becomes. It may be difficult to identify who to tell.</td>
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<td>8. After a problem on the job</td>
<td>Opportunity to prove yourself on the job before disclosure.</td>
<td>Possible employer accusation of falsifying your application. Can perpetuate disability myths and misunderstandings. May not have legal recourse.</td>
<td>Relationships with your co-workers may be hurt if they feel you have not been truthful with them. It may be difficult to reestablish trust.</td>
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<td>9. Never</td>
<td>Employer can’t respond to your disability unless you choose to disclose.</td>
<td>If disability in discovered, you run the risk of being dismissed and possibly having no legal recourse. Can perpetuate disability myths and misunderstandings.</td>
<td>If you are sure your disability will not be an issue for your job performance, the issue of disclosure becomes less critical.</td>
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