

# PREPARING YOUR CHILD/ YOUNG ADULT FOR WORK



## TIP SHEET

### DISCLOSURE

Disclosure comes from the word “disclose,” which means to open up, to reveal, or to tell. When you disclose, you are releasing personal information about yourself for a specific purpose.

Should your young adult disclose his/her disability to an employer?

If the decision is to disclose their disability, what is most important/helpful is for them to provide the following information:

- How his/her disability affects their ability to learn and perform effectively.
- The supports and services they will need in order to access, participate in, and do well in their studies, community and job.
- Your young adult must decide what and how much of this sensitive information is necessary to reveal in order to obtain the needed supports and services.

### HOW YOU CAN HELP YOUR YOUNG ADULT DISCLOSE THEIR DISABILITY, IF THEY CHOOSE TO:

- Learn the legal aspects and terminology of disability disclosure.
- Discuss the disability openly with them to increase their ability to advocate for support.
- Discuss if/when the best time to disclose, should be (before, during or after interview).
- Encourage and practice ways of disclosing their disability. The more they practice the more natural they can come across.
- Look at various resources to help you both learn about disclosure (see below).

#### Resources for disability disclosure

##### Disability Disclosure video:

[https://www.youtube.com/watch?v=oOuczENU\\_dU](https://www.youtube.com/watch?v=oOuczENU_dU)

##### The 411 complete book on Disability Disclosure, a free workbook for youth and one for adults:

<http://www.ncwd-youth.info/411-on-disability-disclosure>

## KNOW THE FACTS

A recent study of 319 employers revealed that employees with disabilities:

- Had the same job performance ratings as employees without disabilities.
- Did not require any more of supervisor’s time.
- Were no more likely to be absent, late or have off-work time than any other employee.
- Did not have more workplace accidents.
- Were less likely to leave the job.





### ADVANTAGES AND DISADVANTAGES FOR YOUR YOUNG ADULT DISCLOSING THEIR DISABILITY

#### ADVANTAGES OF DISCLOSURE:

- Receive supports or reasonable accommodations to be successful at work.
- Opportunity to discuss their disability with prospective employers to determine whether the job will be a good fit.
- Determine if the requirements of the position can be met, with or without reasonable accommodations.
- Possibly develop a coworker mentor relationship.
- Legal protection against discrimination (as specified in the Americans with Disabilities Act).
- Reduces stress, since protecting a "secret" can take a lot of energy.
- Full freedom to look at health insurance and other benefits.
- Ability to speak freely should he/she face changes at work.
- Improves self-image through self-advocacy.

#### DISADVANTAGES OF DISCLOSURE:

- Relive bad past experiences of loss of job or negative peer relationships.
- Being left out or becoming an object of curiosity.
- Different treatment from others or unfairly judged.
- Experience conflicting feelings about how they see themselves.
- Be viewed as needy, not self-sufficient, or unable to perform on par with his/her coworkers.
- Be overlooked for a job, team, group or organization.