

## Disclosure Options for Job Search

*Adapted from Witt, M.A. 1992*

<b>Time of Disclosure</b>	<b>Advantages</b>	<b>Disadvantages</b>	<b>Issues</b>
On resume or application	Honesty and peace of mind. Allows employers to decide if disability is an issue	Might disqualify you with no opportunity to present yourself and your qualifications	You may have a harder time finding work, but less likely to have any disability related issues after hire
During employer call to arrange an interview	Honesty and peace of mind. Reduces “shock value” upon initial meeting	May not get interview or receive serious consideration during interview	Without “shock value,” employer may feel more comfortable
During initial meeting at interview	Demonstrates positive self-perception to employer	“Shock value” may distract employer	May have to refocus employer
During the interview	Offers you the opportunity to respond briefly and positively in person to specific disability issue; discrimination is less likely face-to-face	Responsibility is on you to discuss disability issue in a clear, non-threatening way; too much emphasis on issue may suggest possible problem and you may not be evaluated on your abilities	A positive outcome may depend on how comfortable you are discussing your disability (without being pre-occupied with it)
After the interview but prior to an offer	Letting employer know prior to making an offer may convey honesty	Employer may feel you have been less than honest by waiting this long; could lessen the chance of getting an offer	If you require accommodations, you may need to consider disclosing at this point
After receiving a formal offer but prior to accepting it	If the disability disclosure changes the hiring decision, there is legal recourse	Employer may feel you should have disclosed disability before hiring decision was made; could lead to distrust if hired	You may need to evaluate disability and explain that it will not interfere with your ability to perform the job functions
After you begin the job	You have the opportunity to prove yourself on the job and demonstrate your value; if disclosure affects employment status (but not your ability to perform the job) you may be protected by law	Possible discomfort on the job with supervisors and co-workers. Possible employer accusations of falsifying your application	The longer you put off disclosing, the more difficult it becomes
After experiencing a problem on the job	You have the opportunity to prove yourself on the job and demonstrate your value	Possible employer accusations of falsifying your application; may have prevented accommodations that could have helped to avoid problems	Relationships with co-workers may be affected if they feel you have not been truthful leading to difficulty reestablishing trust
Never	Avoidance of potential for a negative response from employer	If disability affects work performance, you may be dismissed and have no legal recourse	If you are sure your disability will not affect job performance, the issue of disclosure becomes less critical