

DISCLOSURE OPTIONS

Time of Disclosure	Advantages	Disadvantages	Issues
1. On a Job Application	Honesty/Peace of Mind Easy: Lets employer 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 usually have no disability related problems when you do.
2. During an Interview	Honesty/Peace of Mind Opportunity to respond briefly and positively in person to specific disability issues. Discrimination less likely face-to-face.	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.	How comfortable are you discussing your disability? Are you too Preoccupied with disability? These are very difficult questions but ones that you can prepare to answer.
3. After the interview (when a job is offered) but before you begin to work	Honesty/Peace of Mind. If the disability information changes the hiring decision, and you are sure that your disability will not interfere with your ability to perform job, there is legal recourse.	Employer might feel you should have told him before hiring decision was made. Might lead to distrust with Personnel Dept..	Need to evaluate disability condition in light of specific tasks of job being applied for. Need to be able to explain how disability will not interfere with ability to perform job. This includes job safety.

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4. After you start work.	<p>Opportunity to prove yourself on a job before disclosure.</p> <p>Allows you to respond to disability questions with peers at work.</p> <p>If disclosure affects employment status and The condition doesn't affect your ability to perform your job, you may be protected by law.</p>	<p>Nervousness on the job.</p> <p>Possible employer accusation of falsifying your application.</p> <p>Possibility of problems.</p> <p>Could change interaction with peers.</p>	<p>The longer you put off disclosing, the harder it becomes.</p> <p>It may be difficult to identify who to tell.</p> <p>Problem solving strategies are explained.</p>
5. After a problem on a job.	<p>Opportunity to prove yourself on job before disclosure.</p>	<p>Possible employer accusation of falsifying your application.</p> <p>Can perpetuate disability myths and misunderstandings.</p>	<p>Relationships you establish with your co-workers may be hurt if they feel you have been untruthful with them. It May be hard to reestablish trust.</p>
6. Never	<p>Employer can't respond to your disability unless you choose to disclose the disability.</p>	<p>If disability is discovered, you run the risk of being fired.</p> <p>Can perpetuate disability myths and misunderstandings.</p>	<p>If you are sure your disability will not be an issue for your job performance, the issue of disclosure becomes less critical.</p>