

# Disclosing your Disability to Employers

Disability & Employment

## Disclosing your Disability

Source: McMaster University

### When to Disclose:

- At the time of the job application
- When offered an interview
- During an interview
- At the time of a job offer
- After you begin work
- After a problem or change on the job
- Never

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### Deciding to Disclose:

- Ask yourself whether or not your disability will impact on your ability to perform the duties of the specific job in question.
- Deciding to disclose in one instance doesn't necessarily mean disclosing in any and every situation.
- Consider the nature of the job/duties in question, your own qualifications, the company, their policies and culture.
- Explore current trends in the workplace, including the views of others who have experienced similar situations.

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### Advantages of Disclosing :

- Offers you peace of mind.
- Prepares the employer for situations that may arise.
- Allows you access to accommodations.
- If there are any changes to your employment. due to disclosing, you may be protected by law.

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### Disadvantages of Disclosing :

- May exclude you from opportunities.
- May lead to discrimination from supervisors or co-workers.
- Employer may focus more on potential issues than your actual work performance.

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### Tips on Disclosing :

- Be positive – focus on your skills, qualifications and your ability to do the job (don't present your disability as a weakness).
- Anticipate any concerns the employer may have and provide information, resources and strategies if required.
- Know what workplace accommodations you may require, including the availability, cost and funding programs that the employer can access.
- Evaluate the barriers associated with your disability and the potential impact on your job success.

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## Disclosing your Disability

Source: "Disclosure: It's Your  
Decision, Be Informed!"  
By Justine Semmens

### Legal Considerations :

- According to section 15:1 of the Canadian Charter of Rights and Freedoms, "Every individual is equal before and under the law and has the right to the equal protection and equal benefit of the law without discrimination and, in particular, without discrimination based on race, national or ethnic origin, colour, religion, sex, age or mental or physical disability."
- Additionally, the Supreme Court of Canada has ruled that an employer has a legal obligation to take reasonable steps, without causing undue harm to himself and his business, to provide workplace accommodations according to an employee's individual needs.
- During the job search and hiring process, you have no legal obligation to disclose your disability to an employer or potential employer.

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