4 Resources about Disability Disclosure

Disclosing Your Disability to an Employer

from the Center for Psychiatric Rehabilitation at Boston University

https://cpr.bu.edu/resources-and-information/reasonable-accommodations/disclosing-your-disability-to-an-employer/

This handout provides guidance for people with mental health conditions about deciding whether to disclose their disability to an employer. It covers preparation, the benefits and risks of disclosure, and practical tips for handling the disclosure process, including when, how, and to whom to disclose.

Disability Disclosure: An Introduction

from the Employer Assistance and Resource Network on Disability Inclusion (EARN)

https://askearn.org/page/disability-disclosure-intro

This handout explores the considerations for disclosing a disability in the workplace, covering the differences between self-identification and disclosure, reasons for disclosure, and factors influencing the decision. It also highlights the role of employers in fostering an inclusive environment and supporting employees through respectful listening, fair policies, and confidentiality.

Decide When to Disclose: Disclosure Decisions

from VCU-RRTC Rehabilitation Research & Training Center

https://vcurrtc.org/businessconnections/documents/disclosure_decisions1.pdf

This handout offers a guide for people with disabilities to navigate the decision-making process around disclosing their disability in the workplace. It outlines key factors to consider when determining the need to disclose, evaluates the pros and cons of different timing options, and provides practical strategies for how to disclose effectively.

Do I Tell My Boss? Disclosing My Mental Health Condition at Work

from the Transitions to Adulthood Center for Research (Transitions ACR)

https://www.umassmed.edu/globalassets/eap/documents/disclosing-my-mental-health-condition-at-work.pdf

This tip sheet from Transitions RTC offers guidance on the decision to disclose a mental health condition in the workplace. Written for young people but helpful for all ages, it includes examples of workplace interactions, potential employer questions, and strategies for maintaining privacy.

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view this handout online at
www.namimass.org/employment