

Guidance on Disability Disclosure within Documents

When & How to Discuss Disability in Application Materials

- **Early in Your Career Journey:** If you have significant advocacy or leadership experience that directly relates to the job, disclosing can showcase unique qualifications.
- **During the Interview:** Some students prefer to disclose in person, where they can address questions or clarify accommodation needs.
- **After Receiving an Offer:** You may choose to disclose only if you need workplace accommodations.

What to Emphasize

- **Impact on Skill Set:** Show how your disability experience has enhanced your communication, empathy, or problem-solving abilities.
- **Advocacy & Leadership:** If you've led a disability-focused organization or event, highlight achievements and measurable outcomes.
- **Professional Tone:** Use positive, forward-looking language and maintain the same professional style as the rest of your resume or cover letter.

Additional Resources

- DRES Career Services: Resume and cover letter reviews, plus tailored advice for disabled students.
- DRES: Assistive technology, one-on-one counseling, and sample documents.
- Job Accommodation Network (JAN): Guidance on language to use when discussing accommodations (<https://askjan.org>).
- National Organization on Disability (NOD): Tips on disclosure decisions and linking disability to leadership skills (<https://www.nod.org>).