

Guide on Disability Disclosure



What is Disability Disclosure?

Disability disclosure refers to the decision to inform an employer about a disability in order to request accommodations, access support, or foster inclusivity in the workplace.

Pros & Cons of Disclosure

<u>Pros of Disclosure</u>	<u>Cons of Disclosure</u>
Allows for reasonable accommodations	May lead to bias or misconceptions
Connects you with disability resource groups	Some industries are less disability-inclusive
Helps explain gaps in employment or alternative qualifications	Personal information may be shared before you're ready
Fosters an inclusive workplace environment	Could shift focus from your skills to your disability

Legal Protections

Americans with Disabilities Act (ADA): Employers cannot discriminate based on disability and must provide reasonable accommodations (U.S. Equal Employment Opportunity Commission, 2022).

Rehabilitation Act of 1973: Protects employees of federal agencies and federally funded programs (U.S. Department of Labor, 2021).

Equal Employment Opportunity Commission (EEOC): Enforces disability rights in hiring and employment (EEOC, 2023).

Sources:

U.S. Equal Employment Opportunity Commission. (2022). Americans with Disabilities Act: Employment Rights. <https://www.eeoc.gov>

U.S. Department of Labor. (2021). Rehabilitation Act of 1973. <https://www.dol.gov>

Equal Employment Opportunity Commission. (2023). Disability Discrimination Overview. <https://www.eeoc.gov>

DRES Career Services

dres.illinois.edu/support-services/career-services/

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