



When and How to Disclose Your Disability



Best Timing for Disclosure

Stage	When to Consider Disclosing
Application Phase	If accommodations are needed for the hiring process (e.g., extra time on assessments) (JAN, 2023).
Interview Stage	If an accommodation is needed for the interview (e.g., ASL interpreter, wheelchair access) (ADA National Network, 2022).
Offer Stage	After receiving a job offer but before signing, to ensure workplace accessibility (NOD, 2021).
Post-Hire	If accommodations are needed for job duties or work environment (EEOC, 2023).

How to Disclose

Be Direct & Professional

Keep the conversation focused on your abilities and accommodation needs.

Use Clear Language

Instead of “I have a disability,” you can say: “I require assistive technology for screen reading.”

Know Your Rights

Employers cannot ask for detailed medical history—only what’s necessary for accommodation.

Sources:
 Job Accommodation Network (JAN). (2023). A Guide to Disability Disclosure. <https://www.askjan.org>
 ADA National Network. (2022). Employment Rights and Accommodations. <https://adata.org>
 National Organization on Disability (NOD). (2021). Disclosure at Work: When and How to Talk About a Disability. <https://www.nod.org>

