Disclosing Disability in the Workplace
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Citation

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Americans with Disabilities Act of 1990 (ADA)
ADA Amendments Act of 2008 (ADAAA)

Commonly Asked Questions
• I have arranged an interview, can my perspective employer ask me questions about my disability during the interview? If so, what can he/she ask?

• When checking my references, can a potential employer inquire about how my health or disability has affected my performance?

• What rules regarding disclosure apply to medical examinations?

• If I decide to disclose my disability, do I have to mention anything about my diagnosis?

• What do I need to tell my coworkers about my disability?

Citation
Did you decide to disclose your MS to your employer? If so, what impact did that disclosure have on your ability to find or maintain employment?

Disclosure Decision Themes

Theme 1
• The disclosure decision as an element of responsibility as an employee is one theme in making the disclosure decision.

Theme 2
• No concern for participants in making decision to disclose.

Theme 3
• Participants choice to delay, limit, or avoid disclosure.

Theme 4
• Uncertainty about future disclosures.
Job Accommodation Network (JAN)
https://askjan.org/
(800)526-7234 (Voice)
(877)781-9403 (TTY)

Consequences of Disclosure Themes

Theme 1
• Positive and supportive reactions of coworkers and supervisors.

Theme 2
• Response from the employer that had no consequence either positive or negative.

Theme 3
• Mixed or variable reactions on part of employers to the person’s disclosure.

Theme 4
• Disclosure decision leading to the person’s termination of employment.