

Disabilities Career Resources

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1. Know Your Legal Rights | Americans with Disabilities Act

Q: What are my ADA employment rights if I have a disability?

- Employers with 15+ employees are required to provide reasonable accommodation to qualified job candidates/employees unless these accommodations would create hardship for the employer (e.g. too costly or extensive)
 - You can request accommodations at any time during the job interview process and as an employee
- Confidentiality and respect from employer regarding your disability
- Employers are only required to provide accommodations if they are aware of the disability
 - [Frequently Asked Questions about ADA](#)
 - [Youth, Disclosure, and the Workplace: Why, When, What, & How](#)

Q: What are my responsibilities if I have a disability?

- Understand the law; the accommodations change how you do the work, not whether you do the work
- Make sure you are qualified to complete essential job functions with reasonable accommodations
- Determine whether or not to disclose
- Determine the right time to disclose
- Learn to understand what working conditions and schedules are best for your body

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2. Learn Strategies for Navigating Your Job Search

Q: Should I Disclose My Disability?

Disclosing a disability is a personal decision. The choice should be made thoughtfully and carefully. Here are some guidelines to help you in this decision.

Reasons you may want to disclose include:

- If the employer is specifically recruiting people with disabilities, you can disclose yours upfront
- To receive reasonable accommodations
- To receive the same employment benefits and privileges that those without disabilities enjoy
- To explain unusual circumstances
- To prevent performance problems (It is typically best to disclose before performance problems begin.)

Despite the benefits that can come from disclosing, many are still apprehensive about doing so because of the intentional or unintentional discrimination they may face by doing so.

Additional resources to help you make this decision and prepare to disclose include:

1. [Job Accommodation Network](#)
2. [The 411 on Disability Disclosure](#) | National Collaborative on Workforce and Disability

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Q: How Should I Disclose My Disability?

- Before disclosing, create a list of answers to potential questions the employer might ask, as well as solutions.
 - Include minimal or no-cost solutions in this list whenever possible
- When you are ready to disclose, tell your employer that you need a change in your work situation due to a medical condition
 - Document conversations and correspondences in case they are ever needed in the future
- Submit an accommodation request with a doctor's note that outlines your disability and how these accommodations will help you successfully perform your job

Q: What Should I Do If I Encounter Discrimination?

- Contact your local [EEOC](#) for advice regarding actions to take
 - They will most likely need access to your communication and correspondence documentation

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3. Apply for Jobs with Disability-Inclusive Companies

Note: With any job site you use, make sure to use sound judgment to avoid scams. Learn more about Job Search Safety Tips.

<p>AbilityJOB</p> <ul style="list-style-type: none">•Employers seeking to hire people with disabilities•Jobs for entry level candidates to PhD•Posting resume is free and anonymous	<p>AbilityLinks</p> <ul style="list-style-type: none">•Search jobs by city, state, company, occupational fields, field of study, and employment type
<p>Bender Consulting Services, Inc.</p> <ul style="list-style-type: none">•Aligns public and private sector employers with talented employees with disabilities• Provides mentoring program, iDisability and Careers2B initiatives	<p>disABLEDperson Inc.</p> <ul style="list-style-type: none">•Employers committed to hiring people with disabilities
<p>Entry Point! American Association for The Advancement of Science</p> <ul style="list-style-type: none">•Entry Point! identifies undergraduate and graduate students with disabilities who desire to pursue a STEM career	<p>Federal Jobs Net</p> <ul style="list-style-type: none">•Choose from full-time, part-time, hourly jobs, or entry level jobs with the federal government
<p>Full Access" Career Opportunities for Students with Disabilities "</p> <ul style="list-style-type: none">•Get 'full access' to the corporate ranks with disability-inclusive employers like AT&T, Bank of America, Deloitte, EY, Microsoft, PNC, PWC, etc.	<p>Getting Hired</p> <ul style="list-style-type: none">•Helps individuals and veterans with disabilities connect with inclusive employers

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The information in this document was drawn from the following sources:

- <https://www.careeronestop.org/ResourcesFor/WorkersWithDisabilities/disclosing-a-disability.aspx>
- <https://disabilityrightsiowa.org/wp-content/uploads/2012/11/FAQ-About-Disability-Disclosure-under-the-ADA.pdf>
- <https://www.dol.gov/odep/pubs/fact/ydw.htm>
- <https://www.eeoc.gov/laws/statutes/ada.cfm>
- <https://www.hercjobs.org/disclosing-disability-to-an-employer-why-to-when-to-how-to/>
- <https://www.nytimes.com/2019/07/10/smarter-living/disclose-disability-work-employer-rights.html>