

Will I tell employers about my disability?

SELF-ASSESS

- How comfortable am I talking about my disability and how it affects me?
- Am I able to explain my disability in plain language?
- Remember a time when I told someone about my disability; how did it go?
- What accommodations have I used, or do I currently use at school or work? How do they help me?
- What strengths or skills have I developed as a result of my disability experience? E.g. problem solving, resilience.

INVESTIGATE

- What are my employment rights and responsibilities? Am I familiar with the [Ontario Human Rights Code \(OHRC\)](#) & [Accessibility for Ontarians with Disabilities Act \(AODA\)](#)?
- Have I explored how organizations such as [Specialisterne](#), [Lime Connect](#) or [March of Dimes](#) could be part of my job search strategy?
- What types of accommodations might be available in the job search process? E.g. for an interview.
- What [accommodations](#) might be available in the workplace?
- How can I [plan for a conversation about disability and accommodations](#)?

CONSIDER

- Could my disability impact my performance during the application process or on the job? How?
- What are the options for timing the conversation?
- Who will I discuss my disability with? E.g. HR, supervisor.
- Have I considered the pros and cons of each of my options?
- What could happen if I discuss my disability? What could happen if I don't?
- Am I having a hard time making a [decision](#)?

PLAN & IMPLEMENT

- What do I need to be successful in this situation?
- What option will work best for me in this situation? What decision have I made?
- Do I need help to plan or practice? Contact the [Experiential Learning Hub](#) to book an appointment.
- How will I move forward? What are my [next steps](#)?

REFLECT

- What did I do in this situation?
- Did things go according to plan or did I do something different in the moment?
- How did it feel? What did I think?
- What would I do the same next time? What would I do differently?
- What did I learn by going through this process?
- What skills have I gained by going through this process?