



1. Career Planning
2. Understanding Employment Equity
- 3.



- Ensure you know the legal obligations of disclosure, which we talked about in the previous video
- Understand your disability and be able to convey relevant information as it relates to the job
- Identify your specific needs - the same disability affects people differently

- Be prepared with potential solutions/accommodations to be effective in your role
- Know who to disclose needs to

- Keep the information simple and factual
- Share the information in a positive way – do not explain your disability as a problem
- Discuss your strengths, and share how you have faced and responded to challenges.
- Present solutions and show them the support tools you use to perform tasks independently
- Request the accommodations you need and discuss options, tools, and resources

# Strategies for Disclosure

- Simple and factual
- Share the information in a positive way
- Strengths and skills
- Already responded to challenges
- Present solutions
- Discuss accommodation options

# Who to Disclose to

## Human Resources

- Understand equity, Confidentiality

## Health and Safety

- Responsible for safe environment, especially physical

## Supervisor

- May be able to accommodate “off the record”

Arrange meeting in advance for privacy and attention

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