

## **Top 5 Rules for Disclosure**

1. You are not legally bound to disclose your disability. An employer cannot require you to disclose.
2. During the interview process, it is illegal for an employer to focus on and ask direct questions about your disability. If asked, simply tell the employer that you're there to focus on your skills and abilities.
3. You might not choose to disclose if your disability has no impact on your workplace duties. However, an exception to this may be when you're applying to an equity employer.
4. Be skills-focused rather than disability-focused.
5. Don't assume that the employer should know what your accommodation needs are. Be prepared to work with the employer in terms of accommodations, especially if it's a smaller employer with a modest accommodations budget.