

Disclosure at Work – Your Choice, Your Way

A Guide for People Living with Disability, Mental Health Conditions or Neurodivergence

Deciding whether to disclose a disability, mental health condition, autism diagnosis, ADHD, or other personal information at work can feel challenging.

Many people wonder:

- Do I need to tell my employer?
- When should I tell them?
- What information should I share?
- What if I need workplace adjustments?

There is no one-size-fits-all answer.

The most important thing to remember is:

Disclosure is your choice.

What Is Disclosure?

Disclosure means sharing information about a disability, health condition, mental health challenge, neurodivergence, or support need with an employer.

Disclosure can occur:

- Before applying for a job
 - During recruitment
 - After receiving a job offer
 - During employment
 - When requesting workplace adjustments
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Do I Have to Disclose?

In many situations, disclosure is voluntary.

You may choose not to disclose if:

- You do not require workplace adjustments

- Your condition does not affect work performance
- You prefer to keep personal information private

However, there may be situations where disclosure is beneficial, particularly if workplace supports or adjustments are required.

Potential Benefits of Disclosure

Disclosure may:

- Help access workplace adjustments
 - Improve communication
 - Increase understanding from supervisors
 - Reduce stress associated with hiding challenges
 - Improve workplace support
 - Promote a more inclusive work environment
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Potential Concerns About Disclosure

People sometimes worry about:

- Stigma
- Discrimination
- Being treated differently
- Privacy concerns
- Impact on career opportunities

These concerns are valid and should be carefully considered.

Questions to Consider

Why am I considering disclosure?

- Workplace adjustments
- Mental health support
- Flexible work arrangements
- Building understanding
- Other

What information am I comfortable sharing?

You do not need to disclose everything.

You may choose to discuss:

- Functional impacts
- Support needs
- Workplace adjustments

without discussing detailed medical information.

Who needs to know?

Possible options include:

- Direct supervisor
 - Human Resources
 - Team leader
 - Workplace mentor
 - No one at this stage
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Workplace Adjustments

Examples of reasonable adjustments may include:

- Flexible hours
- Hybrid work arrangements
- Written instructions
- Quiet workspaces
- Additional training support
- Modified communication approaches
- Structured routines

Many adjustments are simple and low cost.

Disclosure Planning Worksheet

My Reasons for Disclosure

What I Would Like My Employer to Understand

Adjustments That Would Help Me Succeed

Who Will I Speak To?

When Will I Have The Conversation?

Sample Conversation Starter

"I would like to discuss some strategies that will help me perform at my best in the workplace. There are a few adjustments that would support my productivity and wellbeing, and I would appreciate the opportunity to explore these with you."

Remember

You are not defined by a diagnosis.

You bring strengths, skills, experiences, and value to the workplace.

Disclosure is a personal decision.

Take time to consider what feels right for you.

How The Possible Bridge Can Help

Our Employment Supports services can assist participants to:

- Explore employment opportunities
- Build confidence
- Prepare for interviews
- Understand workplace rights and responsibilities
- Consider disclosure options
- Request workplace adjustments
- Maintain sustainable employment

Together, we can help you build a pathway towards meaningful employment.