Disability Disclosure and Workplace Accommodations among Youth with Disabilities

**WHAT IS THE STUDY ABOUT?**

Many youth with disabilities want to work, but have a hard time finding accessible jobs.

Common challenges include:
- Disability disclosure
- Workplace accommodations
  so they can safely and productively do their job

Less than 1 in 5 people with a disability receive accommodations

This research looked at:
- **WHEN**
  Youth with disabilities disclose their disability and ask for workplace accommodations, to better understand their experiences.
- **HOW**
  Strategies for finding and keeping a job
  experiences of disclosing their condition and asking for accommodations
  Inclusion in the workplace
  Advice for others

**WHAT DID WE DO?**

- Interviews
  - 17 young people with disabilities looking for work or working
  - 15-34 years old

- Asked about
  - 6 men
  - 11 women

**WHAT DID WE FIND?**

Timing of when youth disclosed their disability to their employer depended on:

- type of job they had and the industry they were in
- the type and severity of their disability
- their comfort level with disclosing

Youth strategies and reasons for disclosing their condition included:

- type of job they had
- the industry they were in
- knowing about workplace rights
- implementing accommodation solutions

Facilitators for disclosure

- working in an inclusive environment
- being confident
- being prepared for the job
- having skills to self-advocate

Challenges to disclosure

- employers not knowing about disability and accommodations
- fear of stigma and discrimination
- having a negative experience of disclosing in the past
- not being able to disclose on their own terms

**IMPACT FOR CLIENTS, FAMILIES AND CLINICAL PRACTICE**

The timing and process for disclosing is complex. More work is needed to help support young people in disclosing their condition.

Youth with disabilities need more opportunities for job training, especially around how to disclose their disability and ask for workplace accommodations.

Clinicians, educators and employers can stress the importance of mentoring and leadership programs to give youth the confidence and self-advocacy skills to disclose and ask for accommodations.

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