



**Utah  
Parent  
Center**

**Special needs,  
extraordinary potential**

## **Appropriate Disability Disclosure**

The ability to make appropriate Disability Disclosure is a very important soft skill for young adults moving into employment situations. Youth do best to plan ahead what they will disclose and when they will disclose it. There are advantages and disadvantages to disclosing a disability. After you read our Q and A, you may wish to visit some of the listed resources for more in depth information.

### **Q and A**

#### **Q Is a youth or adult required to disclose that he or she has a disability?**

**A.** No. There is no requirement for an individual to disclose that he or she has a disability. Learn more about the advantages and disadvantages of disclosure by exploring the resources on this page.

#### **Q Why should youth know when to disclose a disability?**

**A.**

1. If a youth chooses not to disclose a disability to an employer, he or she will not be able to obtain accommodations on the work site.
2. If the disability is disclosed, the youth can receive appropriate accommodations.

#### **Q What do youth need to know to effectively disclose a disability?**

**A.**

1. Youth need to understand and be able to explain their disabilities in clear and concise terms.
2. Youth need to be able to explain their strengths, interests and learning styles as appropriate.
3. Youth need to understand and be able to request and explain the kinds of accommodations they need to perform the job duties.

**Q What can parents do to teach disability disclosure skills?**

**A.**

1. Make sure to not focus only on weaknesses but help youth understand their strengths, interests and learning styles.
2. Help youth to learn about the kinds of accommodations they need. They need to be able to ask for and explain the accommodations. Also remember that they have not learned how to use the accommodations until they have practiced them and can use them to do a task or job.
3. Work with the school. Learning disclosure skills can be an IEP goal. Using accommodations can also be an IEP goal.
4. Involve youth in their IEP meetings so they can practice speaking for themselves and so that they understand their own needs. Keep in mind that in a work (or college) setting they will no longer have an IEP, but they can disclose their disabilities and their need for reasonable accommodations (or for a Section 504 plan in settings where that is available).
5. Please feel free to contact the Utah Parent Center for more information for on accommodations in the workplace.

**Q Where can I find more information?**

**A.** Visit these sites or contact the Utah Parent Center to speak with a parent consultant.

Short video on disability disclosure: <http://www.pacer.org/transition/video/player.asp?video=171>

Comprehensive workbook about disability disclosure: [http://publications.iowa.gov/4778/1/411\\_Disability\\_Disclosure\\_complete.pdf](http://publications.iowa.gov/4778/1/411_Disability_Disclosure_complete.pdf)

Info brief on youth and disability disclosure: [http://www.ncwd-youth.info/wp-content/uploads/2016/10/Youth-and-Disability-Disclosure\\_-The-Role-of-Families-and-Advocates.pdf](http://www.ncwd-youth.info/wp-content/uploads/2016/10/Youth-and-Disability-Disclosure_-The-Role-of-Families-and-Advocates.pdf)