



HOME ABOUT US ARTICLES WHITE PAPERS ADVISORY PANEL FEATURED HR CONTRIBUTORS R

**youbook**

Youbook is a human capital management and advisory firm, providing executive search and talent solutions to corporates and industry leaders.

About This Author



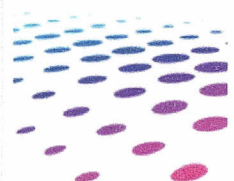
Nadine Vogel  
President

*Nadine Vogel is Founder of F&P Consulting LLC, a global expert; she has worked with governments and corporations pertaining to support the business community in the marketplace. She is the author of 'Springboard into the Future: The Potential of...*

FEATURED AD

**Got a question?**

Simply type your question in the box below and click the **Submit** button to post your question.



## Disability Disclosure

Posted on **July 14, 2012** by **hosimyee**

Like

Send

Recommend this on Google

What's the number one "D" word being discussed among Human Resource professionals? If you're thinking Disability, you're close but actually, it's Disclosure and it's a discussion taking place around the world.

No matter the country, whether in Singapore, Australia, Japan or even the U.S. it is clear that employers are struggling with how to get employees comfortable in disclosing their disability. Specifically, employers are trying to understand if it's their corporate culture, fear or some other issue preventing such disclosure and what to do about it.

Most Human Resource professionals will tell you that most often the lack of disclosure is due to fear, whether real or perceived. Some of the most common fears we hear are:

- How the individual's manager will respond.
- The manager will share the information with the team and how the team will respond in return.
- Fear that once they disclose, whenever they are out of the office, it will be assumed it is due to their disability. After all, disability is often equated, incorrectly, with illness.
- Fear that any requirement relative to an accommodation will be viewed incorrectly as a performance management issue.
- The company culture is not in support of people with disabilities.

Interestingly enough, although fear may certainly be a component of one's decision to disclose or not, we must keep in mind that job seekers and employees with disabilities are regularly faced with the decision of whether to disclose their disability and if they do, there is great uncertainty of when, how, to whom

and for what purpose. Remember, whether someone is born with a disability or acquires one due to an accident, sickness or aging, they're not handed a handbook that tells them how to someday disclose to an employer.

At the end of the day it's about employers providing guidance to assist these individuals in making such decisions with thought, care and knowledge while helping recruiters, managers and human resource professionals respond in the same manner. In fact, it has become a corporate best practice to provide this type of information in the form of an online tool either on an employer's own intranet site or via an anonymous link to a third party site.

Whether an employer builds their own tool or subscribes to an existing one, the critical items to address are:

1. A decision tree that helps determine the need, decide when and how.
2. Consequence considerations that include why I'm telling, whom I'm telling, what I'm telling and how much and probably most importantly, why.
3. Process decisions that include preparing for the meeting, other things to consider and what exactly to include in the delivery.
4. Beyond disclosure to the interactive process and workplace supports/productivity tools, i.e. reasonable accommodations, from the individual's perspective.

Keep in mind that disability disclosure is a personal decision and one that should not be taken lightly by anyone. Because it's such an important decision and one that impacts both the individual and the employer, it is to everyone's benefit to be armed with quality information and guidance, i.e., tools, to ensure the process and end result is straight forward, simple and successful.

- [Post to Facebook](#)
- [Post](#)

[Add to LinkedIn](#)

[Add to Google Bookmarks](#)

This entry was posted in [Articles](#), [nvoegel](#), [Recruitment and Retention](#) and tagged [corporate culture](#), [dealing with disability discrimination](#), [disability employment](#), [discrimination](#), [interview process](#), [recruitment and retention](#). Bookmark the [permalink](#).

## Leave a Reply

Your email address will not be published. Required fields are marked \*

Name \*

Email \*

Website

Login to JustHR

Username:

Password:

Remember me

[Login »](#)

[Register](#)

 [Asia Hr News -](#)

[Mövenpick Nan  
HR - Trade Ara](#)

July 26, 2012

[First Advantage  
Syed As Manag](#)

July 26, 2012

[Dayan Vicedo  
Chicago White](#)

July 26, 2012

 [Human Resour  
- Big News Netw](#)

[Labour Law Ch  
Jobs In South A](#)

July 27, 2012

[Workplace Bull  
Nasty War Of A](#)

July 27, 2012

[80 Lose Jobs A  
Contract Cance](#)

July 27, 2012

 [Human Resour](#)

[Tacoma's True  
Growth In Reve](#)

July 27, 2012

[Ubs Ag Reaffirr  
On Monster Wc](#)

July 27, 2012