

What is Disability Disclosure?

Disability disclosure is when a person decides to share information about their disability with others. Disclosing information about a disability is a voluntary and very personal decision. A person may disclose to receive accommodations at work or school or because it feels like the right thing to do.

Why is Disclosure Important?

If you need accommodations or services to be successful at work or school, you must disclose in order to receive them. As a person with a disability, you are guaranteed equal access to work, school, and your community by the **Americans with Disabilities Act (ADA)**. There are other laws that require employers, schools, and healthcare professionals to keep disability-related and medical information confidential. People with disabilities sometimes decide not to disclose their disabilities because they are worried how other people will react. In your personal life, or at work or school, you can choose to disclose, and you can choose not to disclose. The decision is completely up to you!

Disclosure into Adulthood

Rights and responsibilities change when students move from high school into adult life. When students with disabilities leave high school, they no longer receive special education services. Instead, students who get a job or who attend college or training after high school must advocate for themselves to receive accommodations and supports they need to be successful. Middle and high school are good times to learn how to disclose, to be better prepared for the next steps.

RESOURCES

Rocky Mountain ADA Center
rockymountainada.org/

What Can YOU Do?
Campaign for Disability Employment
whatcanyoudocampaign.org/

United States Department of Labor: Office of
Disability Employment Policy (ODEP)
dol.gov/odep/

Job Accommodation Network
askjan.org/



To learn more about employment services and supports through your local South Dakota VR office, please visit our website:
dhs.sd.gov/transitionresources.aspx

Special thanks for the information shared in this brochure to the
Federation for Children with Special Needs
www.fcsn.org



DISABILITY

DISCLOSURE FOR

STUDENTS WITH

DISABILITIES

