

PEATC
Parent Educational Advocacy
Training Center



Virginia's NEXT STEPS Transition Program for
Families, Youths, and Professionals:
Building Effective Partnerships and Accessing
Resources

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Disclosure Issues for parents and students
with disabilities

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Disclosure

- The process of deciding why, when, what, how and to whom you should disclose your disability to receive accommodations.

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IDEA vs. ADA

- IDEA is an entitlement law
 - School is responsible for assisting student in being successful and receiving the necessary resources
- ADA is an eligibility based law
 - You are responsible for proving your disability status and requesting the necessary accommodations

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Your Rights &
Responsibilities

- Obligations to disclose
- Responsibility if you choose not to disclose

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No Legal Mandate to disclose

- You are not required to disclose prior to beginning work or school
- You can disclose anytime during your employment or school career



Disclosure is required to receive accommodation

- You have a proactive responsibility to request the accommodation
- Identify the accommodation you will need



Consequences of not disclosing:

- Not performing at your best
- Falling behind in your work load
- Increasing stress of not using the accommodations you had become accustom to



What to disclose about your disability:

- What to disclose
- Why you are disclosing
- How it affects your ability to perform
- What accommodations have worked in the past
- What you anticipate needing now



Disclose only enough to justify the accommodation

- You do not have to disclose all of your disabilities
- Only disclose the disability that impacts on the accommodation you need, and then only to the extent it is needed for the accommodation



Disability Script:

- Practice how to disclose your disability with someone you trust and feel comfortable with
 - Relevant disability information
 - Emphasize your strengths
 - Keep positive!



When to disclose:

- In a cover letter or application, if it would be beneficial
- Before an interview, if you need an accommodation
- At the interview, if deemed helpful to dispel doubts about ability to perform



When to disclose (cont.)

- After you have a job offer
- Before any drug testing for illegal drugs
- During the course of employment
- never



Know what accommodations you need

- Review what was recommended in your IEP
- Determine what other procedures or devices might be of assistance
- Emphasize how an accommodation will assist you in performing well in school or work



When is it too late to disclose?

- You need to disclose a need for a disability accommodation while you are working or in a class.

It is too late after you have finished the class, or have been let go from a job



Partnerships:

- Work:
 - Human Resources/Personnel office
- School:
 - Disability Student Services
- Both
 - Department of Rehabilitation Services
 - Job Accommodation Network (JAN)
 - Assistive Technology Projects
 - Services for the Blind and Deaf
 - Disability specific organizations



Interview Process

- Be very positive about your skills and abilities
- Be prepared to answer how you can do the job
- Discuss examples of how you have done similar activities



Interview Process cont.

- Decide ahead of time if you are going to disclose your disability
- If you have a visible disability, consider discussing how you have learned to perform the required tasks



Review:

- IDEA vs. ADA
- Rights and responsibilities
- If to disclose
- What to disclose
- When to disclose
- How to disclose



Resources:

- Disclosure 411 – <http://www.ncwd-youth.info/411-on-disability-disclosure>
- EEOC: Your Rights as a Person with a Disability - <http://www.eeoc.gov/facts/ada18.html>
- DBTACs: National Network of ADA Centers - <http://www.adata.org>



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