



ACCESSIBILITY SERVICES: Disclosing Your Disability

Do I have to disclose my disability to a potential employer?

Not necessarily. You only need to disclose that you have a disability, if it will cause barriers or functional limitations to your job, and therefore require accommodations. You only need to disclose the presence of a disability or condition, for which you will need to be accommodated, not your diagnosis.

If I have a disability that requires accommodations in the work environment, do I have to disclose this during the interview?

No. You do not have to disclose it during the interview. However, if you require accommodations, you do have to disclose it when the job offer is made to you. It is your choice as to when you want to disclose it.

Do I have to provide documentation?

If you require accommodations, yes, you may have to provide medical documentation recommending accommodations required. The documentation does not have to indicate a diagnosis.

Questions?

Please email accessibilityservices@msvu.ca if you have any other questions or would like more information.