



Introduction for Educators And Employers

Choosing Your Path has been written not only for students and employees with disabilities but also for employers, educators and support services. The Resource provides information about:

- The options and pathways a person with a disability has when deciding to disclose their disability, the benefits and disadvantages of disclosing as well as providing some key considerations to achieving **effective disclosure**
- The rights, roles and responsibilities of employers, educators and support services when a person discloses a disability in post secondary education and employment.

A Personal Decision

Marie has approached you stating that she has a disability which makes it difficult for her to take notes during lectures. She has requested copies of lecture notes in advance.

Thanh has been offered a position in your company and is due to commence employment in the next month. When you rang Thanh to offer him the position he disclosed that he has a disability which may require some flexibility with working hours.

These are just a couple of examples of disclosure that require an active response by an employer or education staff.

Some people choose to disclose their disability knowing that they may need education or work related adjustments to enable them to undertake the tasks associated with study or work. Others may choose to disclose in order to avoid misunderstanding or labeling by others, while some people may use disclosure to create an opportunity for educating others about disability and its impact. Disclosure can also provide an opportunity to find out about disability related services, support, research and other information.

However, many people are fearful of disclosing their disability, believing they may be discriminated against, or denied opportunities, such as a place in the course they wish to undertake, or a job or promotion they really want, or being denied certain entitlements. Some people fear their disability may provoke curiosity or unnecessary concern in others.

Responding To Disclosure

There is no legal obligation for a student or employee to disclose their disability to you unless it is likely to affect their performance to meet the requirements of the job or course. Once a disclosure has been made, however, you need to consider appropriate responses including education or work related adjustments to support the person with a disability. (It is important to remember that a student or employee can successfully meet the essential selection criteria for the job or core course requirements with appropriate education or work related adjustments).

Sometimes, students or employees disclose their disability even though they don't require any specific adjustments at this time. This may be done to alert you to the possibility of future requirements, or to illustrate their resourcefulness or adaptability. It's important to assess what is the purpose of the disclosure and what is being requested of you.

Choosing Your Path, Disclosure: It's a Personal Decision focuses on disclosure in:

Post Secondary Education:

- Prior to Enrolling
- Enrolment
- Commencement of Study
- Anytime During Study
- Not To Disclosure

and in:

Employment:

- Developing a Career Plan and Looking For Work
- Letter of Application and Resume
- Organising a Job Interview
- Job Interview
- Offer of Employment
- Medical Questionnaires and Assessments
- In the Job
- Equal Employment Opportunity Monitoring Forms
- Superannuation
- Not to Disclose in Employment

Choosing Your Path. Disclosure: It's a Personal Decision also provides information on the legislative requirements in relation to disability:

- Privacy and Confidentiality Acts
- Disability Discrimination Act.
- Occupational Health & Safety Acts