

Disability Disclosure and Workplace Accommodations among Youth with Disabilities

WHAT IS THE STUDY ABOUT?

Many youth with disabilities want to work, but have a hard time finding accessible jobs.

Common challenges include



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Disability disclosure

Workplace accommodations

so they can safely and productively do their job

Less than

1 in 5

people with a disability receive accommodations

This research looked at

WHEN



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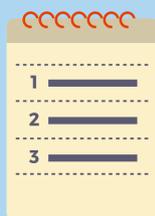


HOW

Youth with disabilities disclose their disability and ask for workplace accommodations, to better understand their experiences.

WHAT DID WE DO?

Interviews



- 17 young people with disabilities looking for work or working
- 15-34 years old



11 women



6 men

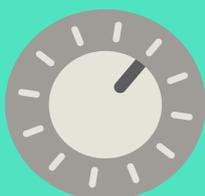
Asked about



- Strategies for finding and keeping a job
- experiences of disclosing their condition and asking for accommodations
- Inclusion in the workplace
- Advice for others

WHAT DID WE FIND?

Timing of when youth disclosed their disability to their employer depended on:



- type of job they had and the industry they were in
- the type and severity of their disability
- their comfort level with disclosing

Youth strategies and reasons for disclosing their condition included:



- knowing about workplace rights
- implementing accommodation solutions

Facilitators for disclosure



working in an inclusive environment



being confident



being prepared for the job



having skills to self-advocate

Challenges to disclosure



employers not knowing about disability and accommodations



having a negative experience of disclosing in the past



fear of stigma and discrimination



not being able to disclose on their own terms

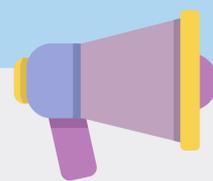
IMPACT FOR CLIENTS, FAMILIES AND CLINICAL PRACTICE



The timing and process for disclosing is complex. More work is needed to help support young people in disclosing their condition.



Youth with disabilities need more opportunities for job training, especially around how to disclose their disability and ask for workplace accommodations



Clinicians, educators and employers can stress the importance of mentoring and leadership programs to give youth the confidence and self-advocacy skills to disclose and ask for accommodations.

Sally Lindsay, Elaine Cagliostro, Joanne Leck, Winny Shen & Jennifer Stinson (2018): Disability disclosure and workplace accommodations among youth with disabilities, Disability and Rehabilitation, DOI: 10.1080/09638288.2018.1451926

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