

After you've been matched / received the job offer

Transcript

You might consider disclosing after you've received notification of a job offer or match. By disclosing at this time, it gives the supervisor time to put some accommodations in place. It also shows off your initiative and problem solving skills, as you are being proactive about getting ready for the job.

There is a risk to disclosing this late into the recruitment process, as the interviewer might feel that you should have disclosed earlier, such as in the interview. As listed in the Canadian Human Rights Act, it is discriminatory practice for an employer to rescind an offer on the grounds of disability. However, if the organization is outside of Canada, the offer could be rescinded.

With that said, if a disability affects essential job skills, this is the most appropriate time to disclose. If you choose to disclose at this time, be prepared to reiterate your ability to perform the job.

As always, remember that employers in Canada have a duty to accommodate you in the workplace and you have the right to accommodations.