

## After you start work

### Transcript

You might consider disclosing your disability once you begin working for your employer. A benefit to this decision is that you have the opportunity to prove your abilities before you disclose. In addition, it shows that you're open to discussing your disability and allows you to respond to disability questions with your supervisor.

There are potential risks as well. You can never predict how your supervisor and/or co-workers will react, and unfortunately your disclosure might change workplace dynamic and relationships. For example, the supervisor might feel that you should have disclosed earlier, such as the interview or following the job offer.

Benefits and risks aside, there are more disclosure decisions to consider once you start work. Although you may have thought of the need for accommodation before your first day on the job, it is sometimes the case where you won't have a good sense of the work environment until you're in it. Another decision to make is whom to disclose to - you may choose to disclose to your supervisor but not your co-workers. If you are person with an invisible disability, such as mental health disabilities, you might find that disclosing at this stage is a better option, especially if your disability does not affect essential job skills.

Just remember: If you are performing your duties on the job, a supervisor cannot legally terminate you because of a disability.