

During an interview

Transcript

Disclosing during an interview provides you the opportunity to focus positively, in-person, on your ability to do the job with a disability. And this can translate to a positive workplace, as you're demonstrating openness with the interviewer.

The potential risk to this approach is that it puts the responsibility on you to disclose, at a time when trust is not yet established with interviewer. As such is the case, the interviewer's reaction can't be predicted. For instance, the interviewer might focus more on disability than your ability.

Despite the risk, the interview is the most appropriate time to disclose and discuss accommodation strategies. There are some disclosure strategies to consider: the first is when to disclose it. There is some evidence to suggest the beginning or middle of an interview seem to be the most suitable times to disclose. The second consideration is how you will talk about it – be prepared to explain not just your need for accommodation, but 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.