

## Never

### Transcript

You might choose to never disclose your disability to a supervisor or colleagues. The benefits to this decision is that you will not be questioned about your disability and your privacy will be maintained.

The risks to this approach is if a disability is discovered, there is the potential for negative reactions, including accusations from others of dishonesty or falsifying your job application. The drawback not disclosing is if you need help or support specific to a disability, people in the organization are not able to appropriately support you.

Overall, this might be a worthwhile strategy if you are able to perform job tasks to the satisfaction of the supervisor without accommodation or supports. If you're not sure about a need for accommodations, be sure to meet with an Accommodations Consultant at AccessAbility Services on campus.

Remember: if you don't need to disclose a disability, then please don't feel pressure to disclose.