

## On a job application

### Transcript

By choosing to disclose a disability on a job application, it helps the interviewer decide how to plan for an accommodation or consider how they could reevaluate the job if you were to be hired. The job application is the moment to promote your strengths. Your disability can be positioned as an asset to the job, and your application might be the appropriate time to do that.

Be aware that disclosing your disability at this early stage might disqualify you from the job with no opportunity to present yourself, your skills and other qualifications.

Because of this risk, it is generally recommended that you not disclose in the cover letter. An exception to that is when the interviewer is openly seeking candidates with disabilities to fill the position. Details in the job posting would usually make this known. When that is the case, the cover letter would be the appropriate way to disclose disability.