

Response to interview request

Transcript

Once you receive an invitation to attend an interview, you might consider disclosing a disability. Since the employer has already reviewed your application and is genuinely interested in your skills and experience, so discrimination is less likely at this stage. Another benefit to this strategy is that it prepares the interviewer with what to expect and puts the onus on interviewer to determine interview-related accommodations.

There is some risk to disclosing at this time as it could create a negative first impression before the interview even occurs. For instance, an interviewer may perceive the need of an interview accommodation with the need for a workplace accommodation, whether you need that type accommodation or not.

Regardless of disability type, disclosure at this stage is best suited when an interview accommodation is needed. Employers in Canada have a duty to accommodate for all aspects of recruitment, which includes the interview. And it helps eliminate any guesswork for the interviewer. For example, if you have a physical disability, disclosing to HR or the hiring manager ensures they can plan accordingly for an accessible interview space.