



Transition Newsletter

March 2024



To Disclose or Not to Disclose? That's a Great Question!

As you move from high school into employment or post-secondary, you will have an important question that only YOU can answer... should I disclose that I have a disability?

RESOURCE TO CONSIDER



Job Accommodation Network (JAN) is the leading source of free, expert, and confidential guidance on job accommodations and disability employment issues. JAN provides free one-on-one practical guidance and technical assistance on job accommodation solutions, Title I of the Americans with Disabilities Act (ADA) and related legislation for people with disabilities.

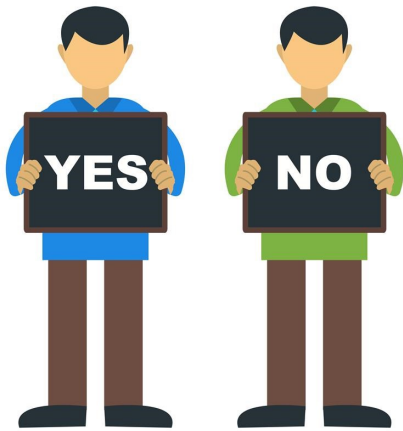
ASKJAN.ORG is full of information for individuals to do an accommodation search based on disability and suggests strategies, products, and services you can try to be the best employee you can be!

This is informational only. DHS is neither supporting nor endorsing this website. Please determine for yourself if you wish to use it and proceed accordingly.

Informed choice is the process of making a decision after considering relevant facts and weighing the pros and cons (positives and negatives) of the decision you are about to make. The process of making an informed decision is based on the information you gather prior to making a decision. The information gathered could be research you've done on your own by going online or by talking to people you trust for their opinions. The people you trust could be your parents/family, teachers, friends who have had to make a similar decision, or your VR counselor!

The decision to disclose a disability belongs solely to you as the person with the disability. There are no requirements that you disclose your disability to anyone at any time, but in order to receive accommodations at work or at school, you must disclose. Before making this type of decision, it's very important that you use your learned self-determination skills.

Self-determination is the desire, ability, and practice of directing one's own life. It is often referred to as "The BIG Picture" because it has so much to do with the person you are and the person you want to be. Being a self-determined person helps you to make important choices and informed decisions in your life based on your abilities, interests, and attitudes. Self-determined people accept, respect, and value themselves for who they are and what they have to offer.



To disclose or not to disclose is the question and the decision is YOURS to make. To help you make the right decision for you and your situation, you can download a workbook at: bit.ly/411onDisabilityDisclosureforYouth or scan the QR code!



contact me



Name:

Phone:

Email:

DHS.SD.GOV



To Disclose or Not to Disclose (cont'd)

The advantages of disclosing your disability:

- It allows you to receive reasonable accommodations so you can pursue work, school or community activities more effectively.
- It gives you a clearer impression of what kinds of expectations people may have of you and your abilities.
- It assists you in getting what you need for best chance of success within the environment.
- It improves your self-image through self-advocacy, give you a sense of pride.

By not disclosing your disability, it can cause you to struggle in silence when you know that an accommodation would help you to completing the task at hand.

You may be asking, where can I learn more to make an informed decision about disclosing your disability? Below is another resource that will put you in a better position to make decisions and I am available to help you work through it, all you have to do is ask!

<https://bit.ly/DisabilityDisclosurePDF>



To learn more about disclosing your disability and employment accommodations, watch this video created by Disability Rights South Dakota!

bit.ly/DRSDemploymentaccommodations



Catch the College Wave

Attend a one-day conference for high school students with disabilities considering post-secondary education. Learn how to secure appropriate accommodations, learn about available services and supports, and practice your self-advocacy skills. For more details about the events, go to: tslp.org/events

- 3/26/24 in Aberdeen at Northern State University
- 4/11/24 in Spearfish at Black Hills State University

