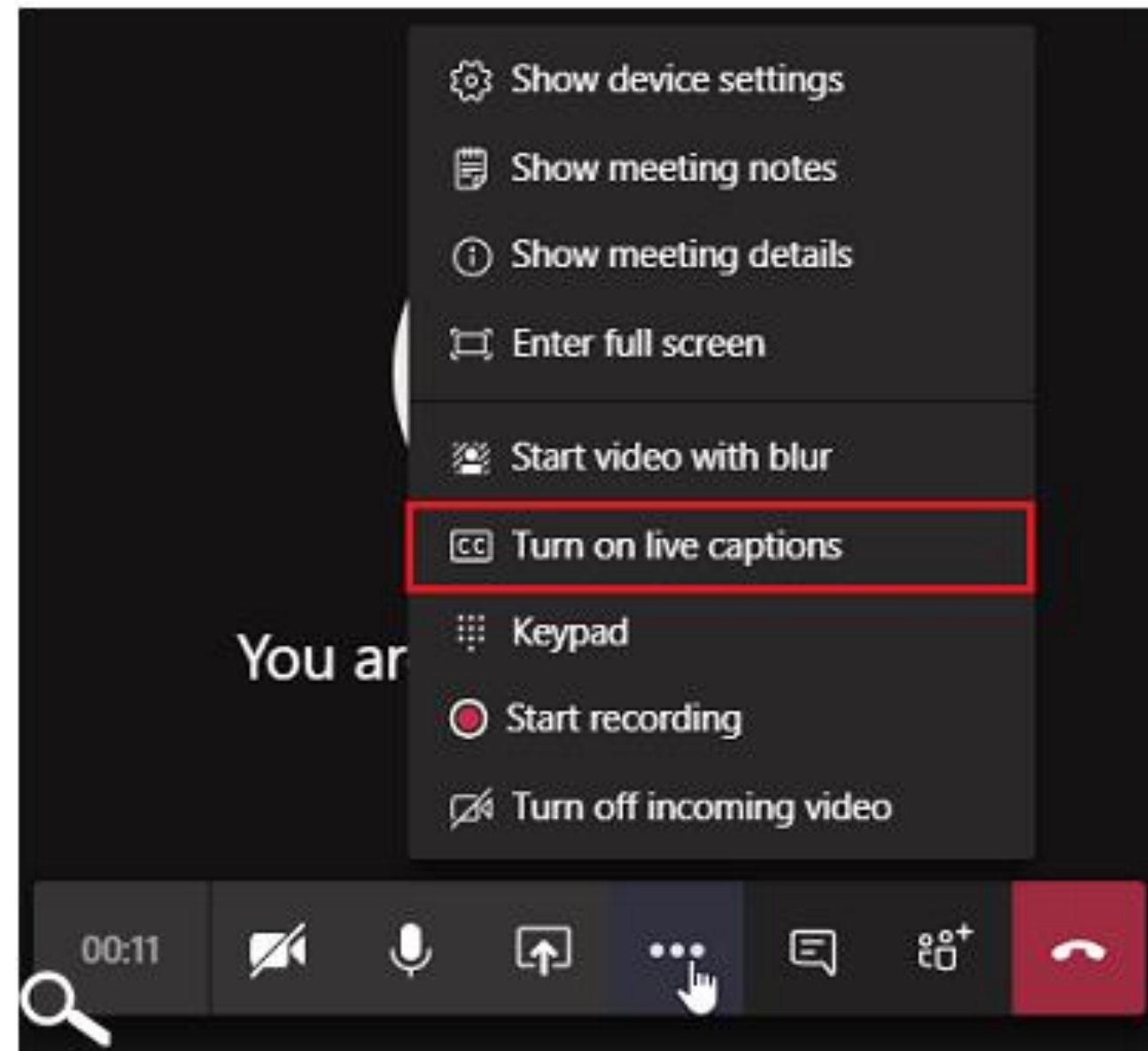


Disclosure during the recruitment process



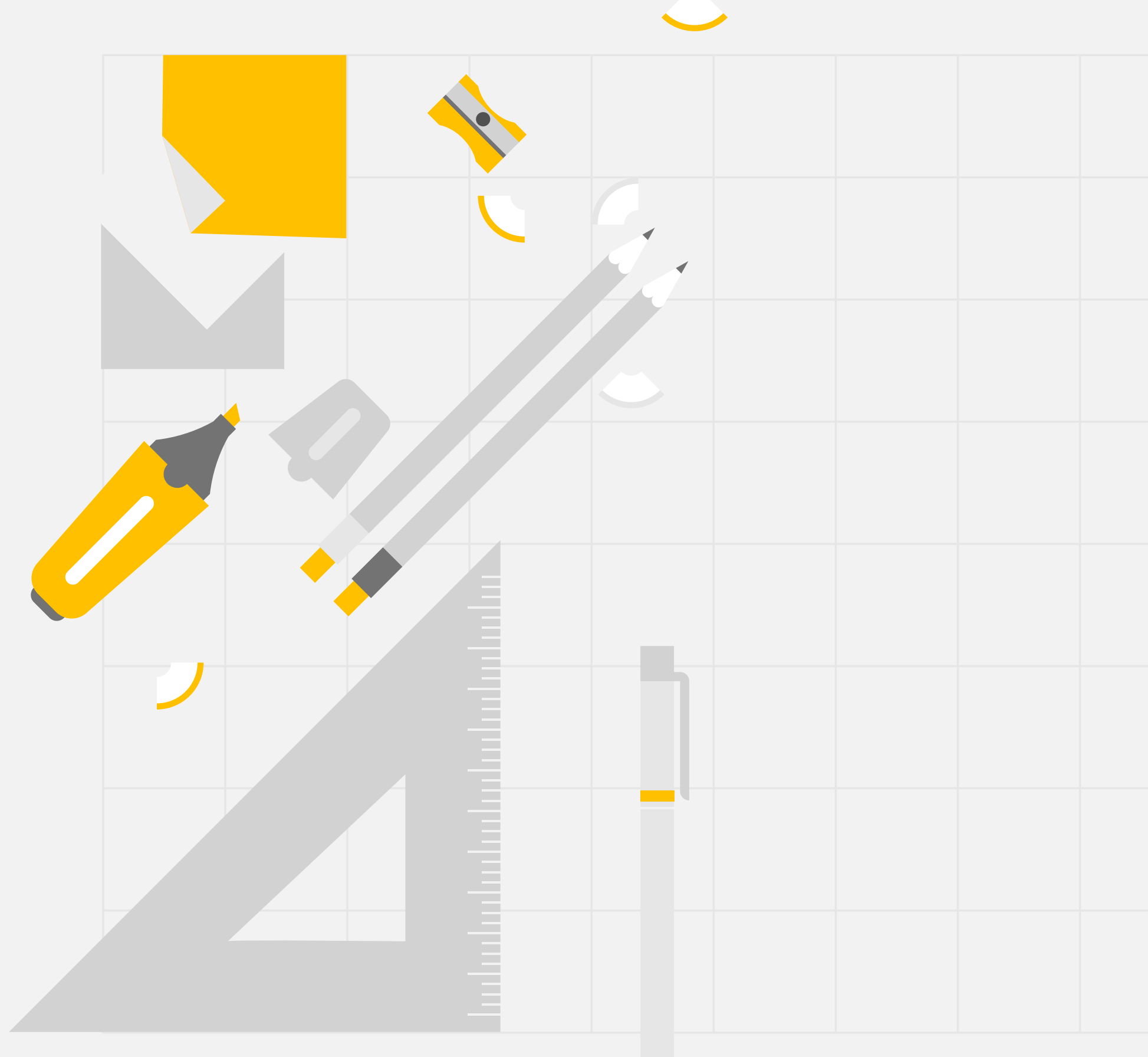
UNIVERSITY OF
LIMERICK
OLLSCOIL LUIMNIGH

Turning on captions



What we will cover

- What is disclosure
- Why to disclose
- When to disclose
- Legal rights
- What employers think



Rate your currently understanding of disclosure? In the chat box

- 1 = No understanding
- 2 = Basic understanding
- 3 = Good understanding



What is disclosure?

- Disclosure is making a disability known to an employer
- Once the employer is aware of a disability, they should ensure the required supports are available



Disclosure is a choice

Weigh up the benefits of reasonable accommodation

Awareness of unconscious bias

Potential discrimination or differential treatment

No legal requirement to disclose



Disclosure is not about a label

- Understanding
- Knowing



Why would you disclose?

Think about what is relevant and beneficial for you and the employer to know



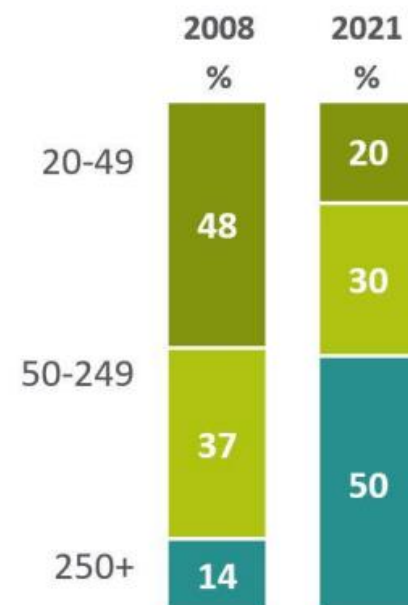
Employer Attitudes to Hiring Graduates with Disabilities

National Survey Findings

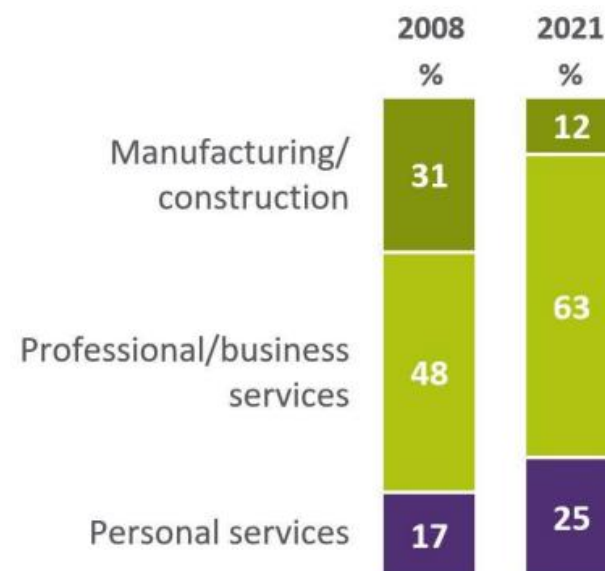


Profile of Sample

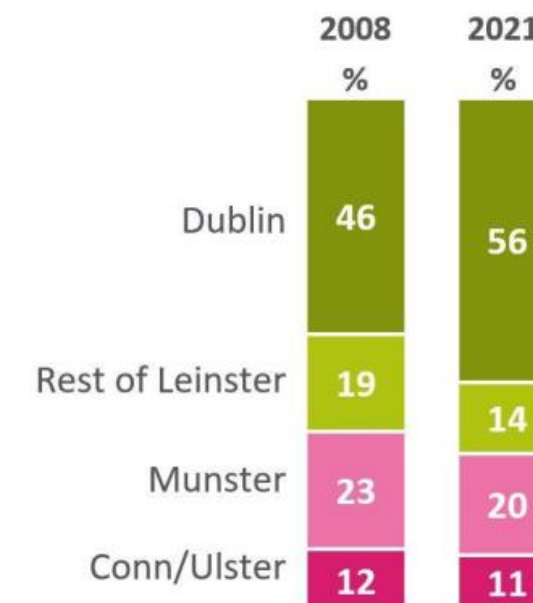
COMPANY SIZE



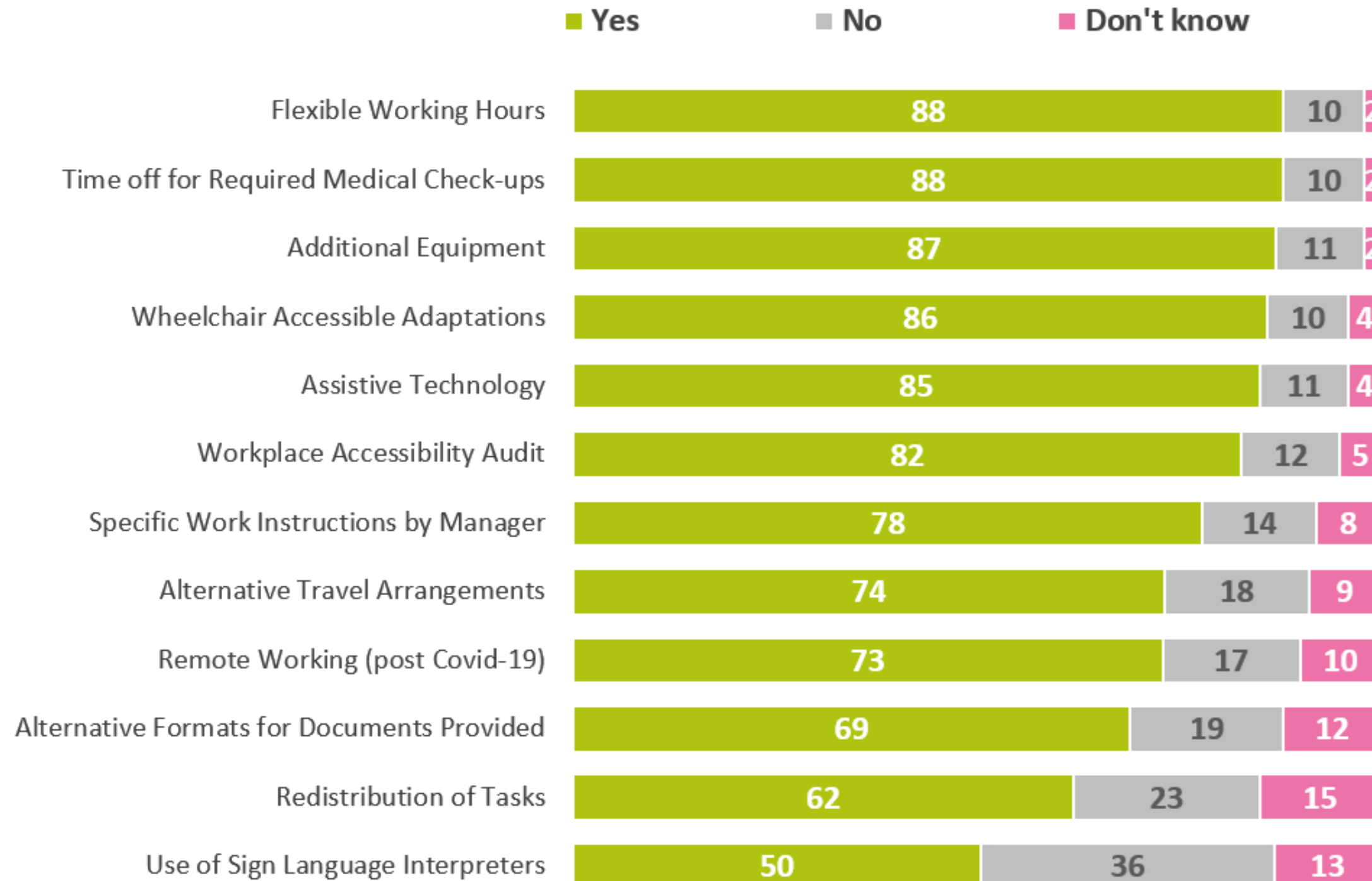
INDUSTRY SECTOR



REGION



Workplace accommodations



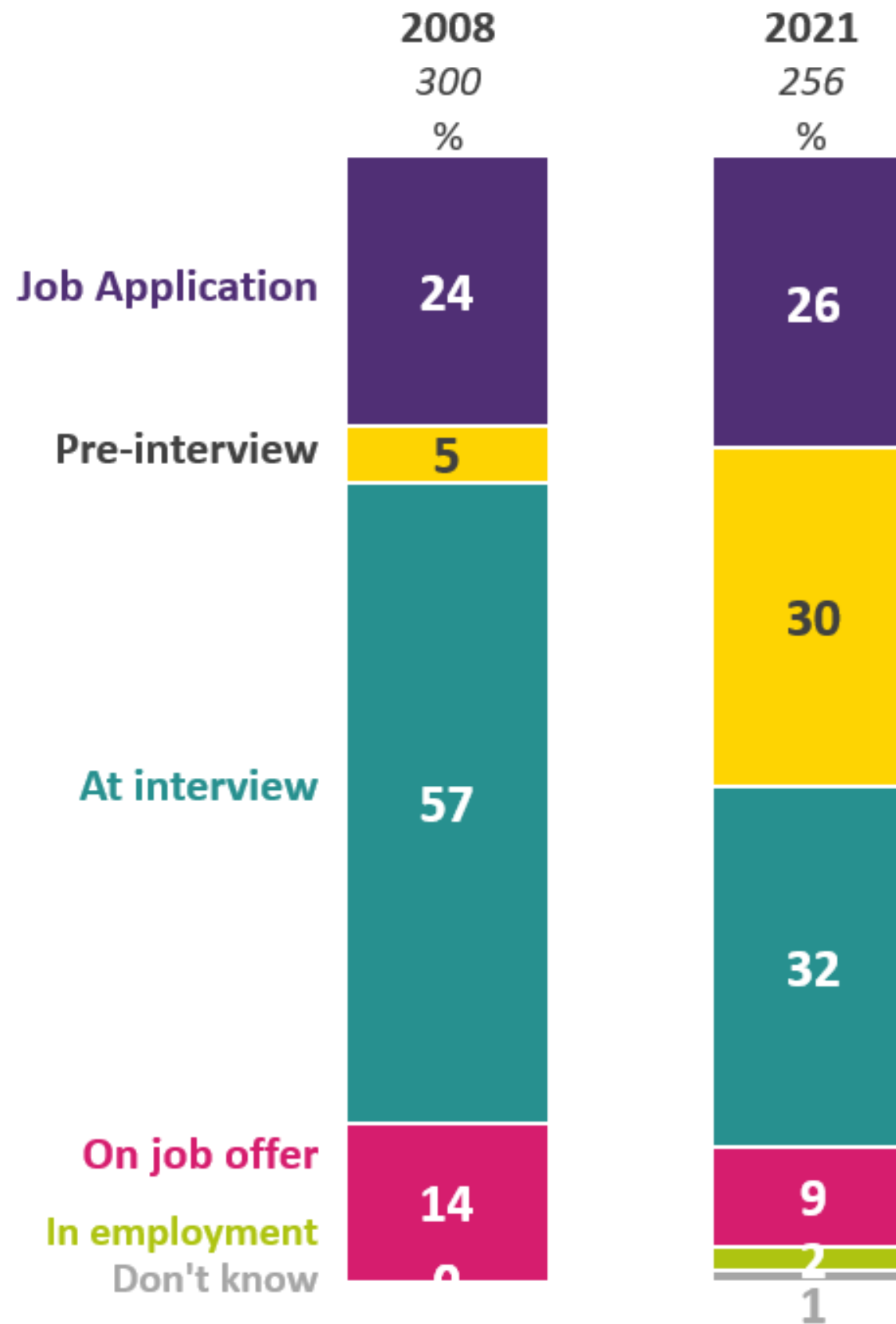
Potential benefits of disclosing

- To adjust the workplace
- To be prepared
- Understanding each other
- Health and safety



When to disclose

Stage at which graduate with a disability should disclose



What disclosure could look like at application stage



Step 11 of 12 : Equal Opportunities Monitoring

Community Engagement Officer

PLEASE DO NOT GIVE YOUR NAME IN THIS SECTION

The University of Limerick confirms its commitment to a policy of equal opportunities in employment in which individuals are selected, trained, appraised, promoted and otherwise treated on the basis of their relevant merits and abilities and are given equal opportunities within the University.

To enable us to monitor the operation of this policy, it is necessary to collect relevant information from all job applicants and employees. We would appreciate if you would answer the questions below as fully as possible.

IMPORTANT NOTE ON YOUR RIGHTS AND CONFIDENTIALITY

This section will be removed from your application and the information given will not be used for the purpose of selection. The information obtained will be used for statistical monitoring, to give us a fuller picture of our recruitment pattern.

ALL PERSONAL DATA SUPPLIED TO USE IN THIS SECTION IS SUBJECT TO THE PROVISIONS OF THE DATA PROTECTION ACTS 1988 - 2018. IT WILL BE TREATED AS CONFIDENTIAL AND WILL NOT BE REVEALED TO ANY UNAUTHORISED SOURCE.

-

Country of Origin *

Enter your country of origin

Ethnic Origin *

Enter your Ethnic Origin

Family Status *

Enter your Family Status

Gender *

Enter Gender

Date of Birth (DD/MM/YYYY) *

Enter your date of birth

Do you have a disability? *

Assistance/Accommodation Required

Do you require assistance/accommodation if called for interview?

Type of Assistance

If yes, set out type of assistance

Nature of Disability

Enter the nature of your disability

Back

Next

Save and Next

Legal rights

- Employment Equality Acts 1998 and 2004
- Equal Status Acts 2000 to 2004



Tips

- Try to give useful and relevant information
- Be willing to have a conversation about it
- If you're not sure what you might need, consider talking to a disability organisation
- There are lots of supports, assistive technologies, hardware out there that may make your life easier
- Discrimination is illegal.



A plan for disclosing

- Why
- What
- When
- Who
- How



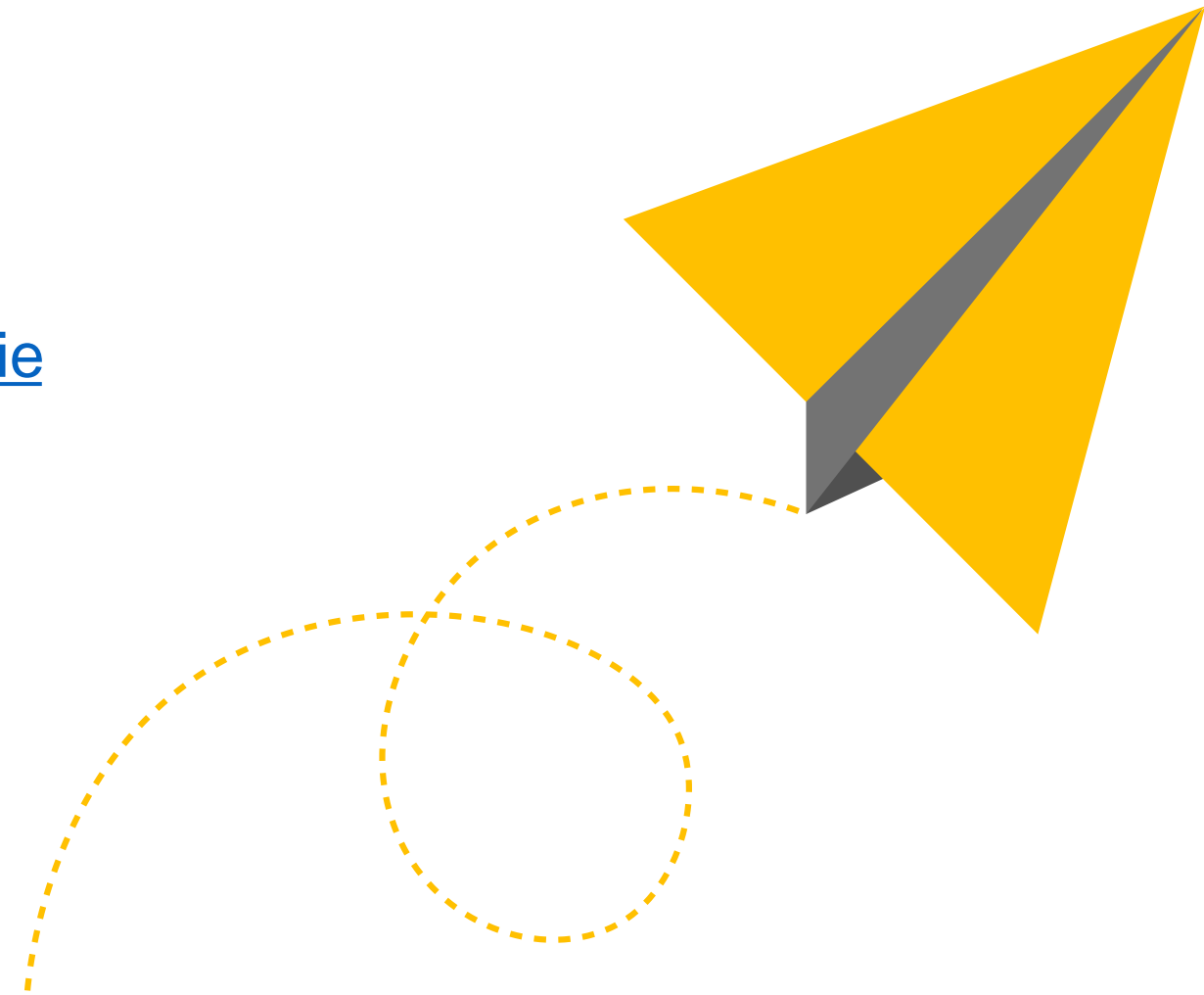
More information

[Disclosure – AHEAD](#)

[Reasonable Accommodations in the Workplace - AsIAm.ie](#)

<https://www.ahead.ie/wamemployerattitudes>

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Any questions?