

Event: The Art of Disclosure and Confidentiality – part 2

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My name is Freda MacArthur-Lee and I'm with University of North Texas Workplace Inclusion and Sustainable Employment, also known as UNT WISE. For all of you joining us today, please look on the control panel. There's a question box there and if you could please say hello and let me know you can hear everything. Now, I want to introduce our presenter. This is Doctor Brandy Levinson, PhD and is a senior lecturer for the University of North Texas department of disability and addiction rehabilitation. She received her doctoral degree in special education with a concentration in retail -- rehabilitation and her Masters degree in rehabilitation counseling from Louisiana State University health science center. She has also worked as a vocational rehabilitation counselor for the state of tech this. Her interest includes psychosocial aspects of disability, cultural competence, students with disabilities and postsecondary education and the employment of persons with disabilities, specifically people with blindness or visual impairment. So welcome Doctor Livingston and the floor is yours.

Good morning everybody. We are ready for part two. Just to refresh, I will go through our objectives from the last time so you can dig back to last week. I know it has been a full seven days. Let's just look back at some of the things we talked about last week. We talked about some legislation that would impact the disclosure process. We talked about the rehabilitation act of 1973 including sections 504 and 508. We also spent time talking about the [Indiscernible] and how that can impact the disclosure process. We talked about the decision making process in terms of disk leisure so I'm going to revisit that momentarily so we can go through that again. We talked about some disclosure issues that can impact the individual and we also looked at some terminology related to disclosure like disclosure of information and confidentiality. What we will do today is utilize the strategies we talked about last week in terms of helping an individual in the disclosure process. What we will do first today is look at the disclosure decision making process again. I will touch on each of the sections to help us start thinking about different strategies in terms of disclosure and then we will look at the ethical principles again and touch upon those. We have provided scenarios for you today that we will go through one by one. And we will -- use the principles on how you want to proceed and I invite you to ask questions as we go through the scenarios there is no right or wrong or one particular way to handle the situation. What I'm providing are some suggestions based on the decision-making process as well as the ethical principles to help you but it doesn't mean my suggestions are the best or only way. I know freedom mentioned we got another suggestion. So at the end we will go through the one that was sent in. It is a little different than some of the other ones we will discuss so we will try to get to that. And then we should be done. If

there are no questions at this point, I will talk about the decision-making process. When we are thinking about disclosure, remember it is up to the individual to decide how or when they are going to disclose. When we think about those decision-making processes in general, we have to think about what would be some of the advantages of disclosure. So last week we talked about the advantages of disclosure again would be that you get your needed accommodations. Without disclosing you have a disability or you have a need for an accommodation, you can't get access to having certain accommodations. Another advantage to disclosing would be if your disability was to get worse than it is already on record. You've already had that first conversation where you have disclosed your disability to someone. Also it would help you in the future if you need to disclose to other people. Once you disclose to one individual, it becomes easier to disclose to other individuals. Those are some of the advantages. Getting your accommodations met if things should change with your disability and already having them in place makes it easier and it also can make it easier for you to disclose to other individuals. The other component of the decision-making process would be the disadvantages of disclosure. As I mentioned most of us tend to go right to the disadvantages and say I should not disclose. I think most of us with disabilities are as professionals -- sometimes we go to disadvantage. Does anything because if you should disclose perhaps an employer may be less likely to hire you or you could get blamed for certain things. So that is some of the disadvantage. Once you disclose other employees they may look at you differently and your employer may look at you differently. If something should go wrong on the workplace, or in the workplace then you make it -- may get blamed for those types of situations. Those would be some of the disadvantages of having perceptions change and also having some of that blame put on you if a situation should occur. It is also sometimes -- it can be psychologically upsetting for an individual to have to disclose and revisit those feelings of disclosure are talking about your limitations. Again, these are just some of the disadvantages. Then we have to think about what information do you want to disclose? When we come from a disability strengths perspective, you want to focus on an individual's capabilities. It is coming from this place of strength. Talking about your ability. Yes, disclosing that you have a disability and talking about potential combinations that an individual may need, also talking about potential accommodations you have used in the past that have worked well. You will want to know what have you done in the past that has worked really well? If an individual does not have a previous work experience, then you can base that on previous volunteer experience or previous educational experience. Then you will want to talk about how your disability has a positive impact on your ability to work and perform in the workplace. Really focusing on that strengths perspective and less about the limitations. Thinking about when to disclose disability, for some individuals depending on the circumstance they may wish to disclose their disability in the job shirts. -- Search. As they are sending out letters to employers, as they are going in for the interview. All of the preemployment times is

when someone may want to disclose. Further individuals they may wish to disclose once they have a job offer. Now they've been offered a job and now they have decided it's an appropriate time for me to disclose about my disability so I can get my needed accommodations. There are other individuals that may wait until a situation occurs in the job setting that says I'm working here and a situation has occurred that I feel is based on either my disability or an accommodation I need so it's an appropriate time to disclose. Some individuals choose never to disclose and that is also okay. There are different times when an individual may see the need to disclose and all of those will be on a case-by-case basis. And then how to disclose. As we talked earlier, focusing more on your positive attributes coming from that strengths perspective and working with your potential employer or current employer and talking about the strengths you have that work really well and the accommodations that you may need to help you work really well. One of the items we did not mention was who to disclose to and I realize it's not on the slide but that is another area to think about in terms of do you disclose to the employer only? The person at your workplace? Coworkers? Who do you want to disclose to at the workplace? Some of that is going to depend on a person by person situation. I would also mention when we were talking about when to disclose, that and thinking about the disclosure webinar and doing more research and you had a week to think about -- one of the areas we didn't talk about was social media. And how people will inadvertently disclose their disability without even thinking about it. So for instance, you may be on Facebook and maybe there are pictures of you winning an award from a disability organization. Maybe there are pictures of you doing a presentation about disability. Maybe some of your friends on Facebook include people from disability organizations. It's a -- if a potential employer were to look at Facebook and see your affiliations with these organizations or that you were giving a talk on disability, an employer may then think perhaps this individual has a disability? So you may be inadvertently disclosing on social media. Those are things to consider. I'm not saying you should not post those things. Just know once a client post -- post such information on social media, you are using a form of disclosure because you are telling people something about yourself. Any questions before I move on?

No man -- no ma'am.

As a refresher I want to talk about the ethical principles because those are going to come in play throughout this process. The first one, autonomy, [Indiscernible-muffled] person's choice. If you are worried about the client and they do not want to disclose, that is their choice in terms of autonomy. We are here to support the individuals in this process, not to tell them what to do. We are just here to support them. So thinking about a person's personal choice in terms of autonomy is one of the areas. [Indiscernible-muffled], are you doing good by your client? If you say we've

talked about it and here are the reasons why I think you should disclose, is that helping your client? Nonmaleficence, to do you know home. We want to work with clients and make sure we are not doing any harm to them. If we are working with an individual who does not want to disclose but perhaps you feel they would be endangering themselves or in danger of losing their job, if you don't support them or do is that going to harm them in the employment process? Thinking about Candace harm somebody in the process. Fidelity, to be faithful. If you tell your client I'm going to work with you throughout this process, be there and show up to support the client in terms of making the decision to disclose or not to disclose or even when to disclose. Justice, be fair. If you are assisting a client in terms of the disclosure process and you go through this support nature and the next day you get another client and you are client and say you cannot do it again, that is not being faithful to all of your clients. Realizing it can be a difficult process for many plant -- clients not just one. Veracity, to be honest. If there is something occurring that you need to tell your client so that will be on the honesty system. Perhaps you are working for a CRP that assists people with job placement. You been working with them and you have a job placement site at McDonald's, for instance. And the individual says they don't want to disclose but perhaps it is too late because the Donald's knows you are working with the client and McDonald's knows your agency works with people with disabilities. Explained to them that McDonald's already knows they are -- you are assisting them. Don't send them in their saying they have no idea so the client knows going into a situation. Do we have any questions before we move into the scenarios?

Not at this time. There is a question that came up but I think you will answer it in the examples so I will let you go.

We will start with our first scenario and as I mentioned earlier, these are just suggestions I'm giving based on what we have talked about in terms of ethics and the decision-making process of disclosure. Please feel free if you have other thoughts or suggestions to jump in and let Freda know so she can tell me. I find when we all discuss through different scenarios, it makes it easier to give us ideas for things to do with our current clients or things to use in the future. Maria? She is a 23-year-old female with a visual impairment and intellectual disability. She's going to an elementary school to work in the office doing administrative work. She has informed her service provider that she does not wish to disclose her disability. I'm sure many of us have worked with clients who have been in a similar situation. So the first thing is how do we proceed? I often say -- think about Maria's situation before she comes into the office. Give yourself some time to process. I know we don't always have that time to process but even if she is there -- take a moment to step back. Sometimes our gut reaction may not necessarily be what we want to do. I know I sometimes -- before I can process I am solution focused and I have to stop myself. In speaking about Maria

working in the office, one of my thoughts would be why does Maria not want to disclose? Maybe there is some underlying reason she doesn't want to disclose. Perhaps she has had past experience where she told people about her disabilities and it hasn't gone well. That would go into a disadvantage of disclosure. Perhaps Maria doesn't understand the disclosure process. Sometimes our clients don't understand what disclosure is and the process. That might be up to us as service providers to explain to an individual this is what disclosure is and if you don't disclose needing an accommodation or your disability, you may not get those accommodations. A man talking with your client about when to disclose and going through the process -- and then talking with your client about when to disclose and going through that process. And you can say okay, Maria, I respect your right not to want to disclose which goes into autonomy. It is the individual's right to be independent and make their own choices. You explained to her that I understand your wishes not to want to disclose. I would just like to talk to you about that and maybe we can talk about the decision making process and how this might be helpful for you. You can talk to Maria about here are some advantages if you disclose to someone in the office about your disability. We can talk about accommodations that would help you, we can talk about things you're able to do. We will focus on your limitations. You can also talk to Maria about -- are you nervous? Maybe she is nervous and needs to practice? You can say I'm here for you let's practice. Let's see what it would be like if you tell your employer about the disability. Let's focus on role-playing about your accommodations that you will need as well as things you can bring to the office. It could be that once you have that role-play with Maria, she feels more comfortable and she says I think I'm able to disclose and talk to my employer or someone in the office. It could be that Maria says no, I still don't want to do it. And then it goes back to autonomy but it would also go back to the nonmaleficence where you don't want to do harm to your client so you let them know. You say if you don't choose to disclose, here are the things that could happen. You may not get your accommodation and you may not be able to do your job. If you can't do your job, you may be terminated. I don't hope these things will happen but here are the potential consequences of not disclosing. And that is perfectly fine. That gives your client the informed choice of what to do. It is all about looking at the decision-making process. There is no right or wrong way, but there are different ways you can approach this. Do we have any suggestions or questions?

We have a question because Maria have -- has disabilities would it be appropriate to discuss issue not wanting just -- to disclose one more than the other and questions about going through the job task and relationship to both of the disabilities and how they could impact?

I love these comments. This is awesome. Yes, it could be that you discuss is it a reason behind one of this -- the disabilities are both? Is she having difficulty

disclosing the vision impairment versus the intellectual disability? For some depending on the severity of the visual impairment, Maria may not want to disclose that, however, because it is a physical disability other people may already know or are be -- may be able to detect that impairment. And intellectual disability, because it is hidden, some individuals may be able to tell and some may not. But an employer cannot out right ask you. A perfect way -- as you mentioned earlier -- is to look at the job tasks and to see here are the tasks you will do, what might you need assistance with versus other tasks she might be able to do a lot? Great question and comment. I will move onto the next one. We are going to talk about Curtis now. Curtis is a 50-year-old male who recently acquired a traumatic brain injury as a result of a motor vehicle accident. He is going to return to work at Home Depot in the next two weeks after completing his rehabilitation therapy. He has informed that he is unsure on how to disclose his disability. Now we have someone who is unsure. It's a little bit different than I don't want to. This is someone who is coming to you to seek out your help as a service provider in terms of figuring out the disclosure process. So when we think about how do we move forward or how do we go through this process. The first thing would be sitting back and saying, looking at the process in terms of the advantages, disadvantages, when and how and to whom. Some of his fears could be about disclosing to his coworkers. It might not be disclosing to his employer. It could be talking to his coworkers. I don't know if any of you who have ever been out sick for any reason and then you come back to work, everyone is asking how you are doing or how it's going. Do I want to share information with individuals, how much do I want to share and to whom do I want to share? It is all these different pieces for Curtis to think about when he returns to work. His conversation with his employer or supervisor might look different than the conversation with his fellow coworkers. With his supervisor, Curtis may focus on disclosing that he has had the traumatic brain injury and he is on therapy and perhaps he can talk to his medical provider to see what some of his limitations may be moving forward and what accommodations he will need so that when he meets with his employer he can talk about here are some accommodations I may need moving forward in the job. His conversation with the employer might be accommodation focused and also looking at here are things I do really well. However, his conversations with his coworkers may be a little different. He might not go into as much depth on his limitations or accommodations. You might just express that he is doing okay, I'm still having difficulty with these areas but I'm working towards coming back to work. Those two conversations are going to look different. You may need to go back to looking at the job tasks. What is Curtis doing at the Home Depot? What accommodations may you need for what tasks? It could be that he needs to make some adjustments with some of his tasks or he might need to shift to doing other tasks. Looking at what is he going to need and thinking about when. This is different. He is already working so they are not disclosing going into an interview or after they've got a job. It is someone who has been working who is now

off of work due to a head injury and due to receiving Rehabilitation Services. In some of this Curtis may have to provide paperwork to his supervisor saying he's been cleared to return to work and some of that paperwork may have information in it regarding his accommodations and his needs once he returns to work. It is thinking about all of those pieces with the supervisor but then thinking about a more socialized disclosure with his coworkers. When we think about the ethical considerations and terms of Curtis and the disclosure process, it's very similar as in the last one talking about being very honest with cursive -- Curtis but then also fidelity. Be faithful. If you know Curtis is struggling to determine how to disclose or be a part of the process, this is when you come into support Curtis. Not telling them what to do, but to support him in this process where you can perhaps also role-play with him and informed him -- you know your employer will know because you have to provide this paperwork from your medical provider saying you are able to return to work. So you may already have disclosed based on the paperwork but here are ways we can positive the talk to get you prepared to have a discussion with your employer as well as with your coworkers. Are there any suggestions or comments, Freda?

I have one is a former EMT my first thought was the safety of Curtis, the safety of his coworkers because everyone's systems of a TBI are different. As an employment professional they meet need reassurances -- need reassurances that he will not put himself in harm's way. Let's say if he operates the bandsaw and part of his symptoms is seizure, coworkers may want to question him about that. I think and helping him develop a script for Curtis so if he is not wanting to disclose that he has that reassurance statement available and ready to help him through that.

Most definitely and that brings up the point of maybe when Curtis meets with his employer he may have to change some of his job tasks. Some of that information may be a part of what his medical documentation states in terms of his accommodations. So one of the main mean he can no longer work with a saw. If that is part of his injury. When we think about TBI, there are so many different levels of severity. There are individuals that might be mild and then there are individuals who may have a more significant traumatic brain injury. So it would be looking at those job tasks and thinking about are there going to be tasks you can continue or not continue or some you need to continue with accommodation. I agree having a script ready for Curtis to be able to use as well as with his employers would be helpful.

We will move on to Janice. Janice is a 32-year-old female who has been diagnosed with this calculate. She is working as a cashier but her goal is to work -- she does not want to disclose her disability to any employers. When we talked about Maria, similarly she is saying I don't want to disclose. When thinking about this process, why does Janice not want to disclose? You may have to think about that and have a conversation with her. I understand you have a learning disability and you have

difficulty with math and with calculating. I know that is a major part of working as a cashier, why do you not want to disclose? Maybe she informs you that in the past I have not needed to disclose to my teachers. I've had other jobs and I haven't needed to disclose. I find one tell people I have it learning disability they shy away from me or if anything goes wrong they immediately blame me. So I am not comfortable disclosing my disability. And then you say okay, I understand. This is autonomy and letting her determine and you are there to support that process. So you say if you are not going to disclose, then what are you going to do because you know as a cashier you are going to be dependent to do tasks related to math. And then she will say I have an app I use on my phone or a calculator and that would work. So you say okay, let's role-play in terms of talking to your employer. Perhaps she's done this many times so she is familiar with it. She's had other jobs where she has to do this and she says in my disclosure process I normally tell an employer I have difficulty with math. She's not saying she has a disability but that she has difficulty with math and if it's okay I would like to keep a calculator near my register or I'd like to be able to use this app on my phone. Just to help me ensure I am making correct calculations. She is talking about accommodation, she's talking about things she has used in the past and focusing on her strengths. Not necessarily focusing on her inability to calculate things or to do math quickly but focusing on the accommodations piece. So this may be a situation where Janice is not necessarily disclosing in total about her disability, just about the accommodation she needs. If the employer says okay, and most would if a person asks for this, but some may say I don't understand why you would be that. Then Janice may have to disclose about her disability and request accommodations or she may not have to. If an individual has disclosed before and has used the accommodations in the past and know they were, to leave they will be receptive. This is a reasonable accommodation and not something that should disrupt the flow of the job. It should not cost anything extra to allow Janice to use a calculator or to use her phone. Do we have any questions or comments on this example?

We have a question or comment. Is cashier a good fit considering her disability? And we have another one that says the use of words is very important. I often advise the client to say this isn't my strong point but I'm constantly working at getting better at it.

Fabulous language. That is fabulous language to use with your clients. Whoever said that, thank you. That is fabulous. Again, coming from the strength perspective. This is not my strong point but I am constantly working to improve. Those are things an employer wants to hear. As far as Janice as a cashier, this is a real example that was put in place by someone. So obviously Janice is an actual person with a different name and she is a cashier working. When we think about disclosure, our job and the process in the disclosure piece -- I'm not talking about the employment matching

piece. I could see where someone might be coming from to say I don't know if this is a good match, however, on the other side she already has an accommodation in terms of using the calculator or app. So this was a good match for this client and she is working in this environment because she has those accommodations. Now what I say someone who has difficulty with math should be working for an engineering firm? Or an investment firm? Constantly depending on higher levels of math, probably not unless she has some type of education or has accommodations to help her. My goal in this scenario is not to talk about the match although it is a good point, it is more about the disclosure piece. So thank you so much. Those are great comments and a great question. Are we ready for the next one?

Yes, ma'am, we are.

Now we will talk about Robert. Robert is a 21-year-old male who has been diagnosed with depression. His emotional state has recent -- recently worsened and is having difficulty. He works at the local movie theater. His psychiatrist have made some recommendations regarding his job -- sorry. His psychiatrist has made some recommendations regarding his job schedule. He is unsure how to approach his employer. I had some difficulty reading this because I am dependent on my screen reader. So just to refresh. 21-year-old male who works at the movie theater diagnosed with depression. His emotional state has recently worsened and his psychiatrist is asking he change his work schedule and now Robert is unsure how to approach his employer. Again, this goes back to what we talked about earlier with the disclosure process. Once you disclosed to your employer, it is sometimes helpful if your diagnosis or disability changes. In the scenario with Robert, he has already disclosed and his employer knows about the disability but he is having some changes regarding his disability and he may need to change his work schedule. With many disabilities, and in particular mental health concerns, you might have better days than other days. The disability can present itself differently depending on stress level, whether, medication, other circumstances. Could be going on -- it could be going on outside of the job. And Roberts case, whatever is occurring for him has had an impact on his disability and now he's unsure how to approach his employer about the disability changing and the psychiatrist stressing that I should change my work schedule? This can be a legitimate fear for an individual with a disability. He finally has a job and is working and getting past the stigmas and now you have to talk to an employer. Again going back to thinking about what might be some advantages for Robert to tell his employer that his disability has worsened? Or that is having currently some emotional strain. The advantages would be he's already disclosed so perhaps the employer knows about the accommodations he has. The employer could then adjust the accommodations if needed to work with Robert. And he told someone. He has practiced the art of telling. The more people you tell, the easier it becomes. Some

disadvantages in this process would be now my employer knows my depression is getting worse and could my employer start to think -- his perceptions could be different of me. There is such a large stigma attached to mental illness and do they think I will harm myself at the movie theater. Am I going to get blamed for other things? These are all going to be disadvantages of telling the employer. If I tell the employer, are they going to let me change my work schedule are not? I really need this job. Thinking about all those different pieces. Maybe Robert is still going to work his 20 or 30 hours at the theater but maybe he needs to not go to work two days in a row. May be part of his accommodation is maybe he's been working Tuesday, Wednesday and Thursday. Maybe his psychiatrist says you need to spread out your days. So his accommodation may be can I switch to Monday, Wednesday, Friday or Monday, Wednesday, Saturday. Is there someone I can switch shifts with so I can get this accommodation. Talking through that and saying I really love this job and I do a good job here and here are things I bring to the theater. However my psychiatrist is recommending I think about taking a couple days off during the week so that my stress level will go down. I'm not in danger of harming myself or anyone, I just really need time to deal with my stress and anxiety. Having that role-play with Robert to discuss that is very important and again speaking about the ethical concerns here. You don't want to do any harm. Do no harm so that you have those conversations with Robert about what if your employer says no or what if your employer starts to check on you more often throughout the day? So that he is prepared. Also do good to your client. Here are benefits of why you might want to disclose about getting the accommodations you need and telling someone so someone else knows. It could be that Robert only has the conversation with his employer. He might not need to disclose this to everyone at the workplace. It could be a situation where he is only talking to his employer. Freda, do we have any questions or comments?

Couple. -- A couple. In topping -- talking with the consumer, a good example to use is if you are caught -- undergoing treatment for a medical diagnosis such as cancer, how would the situation change? I think that's a great comment. I think that is one I've used myself. You have to put this in perspective. It is a diagnosis that has to be dealt with so if you have an individual that has cancer, that needs treatment, there should be a hesitation to go to the employer.

I have used cancer as an example as well and I don't know if it is something we have all read as professionals about mental illness and cancer but that is a very good example to use when working with your clients or consumers. We all know what cancer is and we all know in the public eye how it can impact people. We sometimes shy away from mental illness both -- the both of them are a diagnosis and both can be terminal. Goodpoint and great suggestion. Is there anything else?

No ma'am, you are moving on.

Now we will talk about Keisha. She is a 27-year-old female who has significant hearing loss. She has acquired a part-time job as a bank teller. She wears a hearing aid but she can also read lips really well. She is unsure if she should disclose to her employer and to any of her coworkers. Now we have a situation where the person is unsure. Not necessarily saying they don't want to do it but unsure. When thinking about this process, sitting down with her and saying what are going to be the benefits for you to disclose? What are going to be the disadvantages? Now people are going to perhaps act differently towards you. If something happens at the bank where money is not counted properly? Speaking about that. In this situation Keisha may say, I've had a job in the past as a bank teller. So this would be a way to say okay, you've done this job. When we are thinking about talking to your employer, here is something we can say. I've already worked in a bank environment before and I have also worked in several other places doing customer service where I have had to use my hearing. My hearing aids were great and I can read lips really well. I may need some people to repeat things to me or I may need for people to look at me directly so I can understand what they are saying so these are potential accommodations. Maybe she says I can work the bank as a teller but I cannot work in the drive-through because I need to see individual slips when they are talking -- individuals lips when they are talking to me. I've had for their jobs, I'm very loyal, I'm really good and I had good references. So that she is focusing on her strengths. She is focusing on the task and less about the hearing impairment. Does she disclose her coworkers? That is up to her. It is not required. It's up to her in terms of what information she wants to disclose and how much she wants to disclose. It could be that she says we are here and it's great. It could be she doesn't say anything or she can disclose if you are talking to me can you look directly at me. That she doesn't go into a great discussion about her disability. Again, thinking about the autonomy. It is her right to disclose. Thinking about veracity and being honest with her. Here are things that could happen if you disclose or don't. I know as a person with a disability I'm often asked questions by my colleagues, by students and sometimes I answer them and sometimes I don't because it is up to me DD -- to determine what I tell my coworkers. It often will look different than what I have told my department chair who is my direct supervisor. She will work with me on my accommodations and my coworkers may not. I do it on a need to know basis. Sometimes it could be that an individual will disclose certain information on a need to know basis. There may not need -- may not be a need to disclose to coworkers. She may need to get a coworker to assist her and sometimes it will be on a need to know basis where you don't have to wear a sign that says hey world I am blind. I tell on an as-needed basis. Any questions or comments?

Yes, ma'am. Very similar comments. With the hearing aids disclose her disability? And then more of a matter of just -- explaining instead of disclosing. One of the

people said the hearing aid is a visual sign that she has a disability. It is not a form of disclosure.

yes, great points. The hearing aid is a sign a person has a disability. It is up to them to what extent to disclose information. It is going back to that explaining as opposed to what we think as the traditional I have a disability. Very good points. I would like to reiterate it is up to Keisha how much she wants to disclose. Quite frequently we will see people with disabilities with more visible ones -- disabilities, they relate to that and can understand what those things are but people are curious. I know for myself what I often get from individuals right after they have noticed I have an impairment is how much can you see? In some cases I will respond and explain to the best of my ability and in other cases I will say why do you need to know that? Some people are curious and nosy and want to know but some individuals want to know because it may be related to something with the job. So I once had an individual ask me how much can you see? It was more of a curiosity. They wanted to tell me about themselves versus someone who asks how much can you see and it was related to some papers we were looking at at the workplace. It's thinking about that explaining piece but why do you need to know and how much information does she want to disclose? I love these suggestions. You guys are doing a great job. We will talk about the last one no. Carlos is a 19-year-old college student who is on the autism spectrum disorder. He informed that his disability should not impact his ability to work so he doesn't want to inform any potential employers. He is -- has gone on interviews but has not gotten hired. How should you proceed to help Carlos? He is telling you he does not want to disclose. It is back to autonomy. He does not want to disclose. Falls back on you interns of thinking of nonmaleficence and veracity being honest when you are working with him through the process as well. I know for many of us as service providers our first thought is, if Carlos is in disclosing, that's why he's not getting jobs. That might not be the case. On one hand he may not be getting the jobs because they are hiring other people that might be more qualified. Perhaps he is trying to apply for jobs he's not qualified for. On the other hand, it could be that Carlos is not disclosing his disability and it's preventing him from participating in the interview process. Maybe he needs to be in a quieter room with just him and the potential employer but in his other interviews may be it's been in a large room with three or four people at the same time. That can be and -- difficult. It is thinking about talking to Carlos, why don't you want to disclose? It could be that in the past he has disclosed and it has not gone well for him. He has a been higher for jobs. There's a stigma attached. It could be that he does not know how to disclose so there is that fear and avoidance. Then it is thinking about talking with Carlos and some advantages of disclosing to potential employees -- employers. Letting them know what a great person you are and your strengths. Some disadvantages could be that people don't understand Autism Spectrum Disorder and may have different perceptions of you.

Let's focus on what we need to disclose and to whom. A lot of it is role-playing. He is 19 so this might be one of his first times out looking for a job. He may not be familiar with the process and he may need to practice. Think about yourself at 19 going out for a job. It probably would've been helpful to role-play. You are also thinking about the interview process but also the disclosure process. Some of it is you supporting the client and also working to assist in the process. Any questions?

Yes. As soon as you read the scenario he indicated go over with him how he's answering questions.

That could be at. Perhaps he is having difficulty with the interview process. Thank you, David. Good point. I know we had just a few minutes and I know we had the other scenario I would like to briefly touch upon.

Sure. She has a job seeker client that has a social communication disorder formally known as Asperger's. Very high functioning but noticeably disabled. He would not be successful without reasonable accommodations but he does not want to disclose his disability. He is very conflicted when it comes to acknowledging the fact he has a disability. How would you handle this situation? How would you help him?

This is similar to thinking about the other clients we discussed. An individual has a right to disclose or not disclose, however, it is talking to your client about if you don't disclose your disability, you won't necessarily get the accommodations you need. It could be that when you work with a client you don't focus on the role-playing situation about the disability itself but you say I get that you don't want to disclose, how can we work to get the employer to know you need these accommodations? Focus on the accommodations and less on the disability. I find that will often help individuals if you focus on things at the workplace and their ability to do a good job with these accommodations versus talking about limitations and disability. Helping a client work through what they need instead of saying let's talk about your disability because that can be overwhelming for individuals.

Do we have any questions or comments?

I think they are more related to Carlos. Talking about motivational interviewing which would work for a lot.

[Indiscernible - multiple speakers]

We have another one -- the disability may not affect the ability to work but it could be evident when answering interview questions are different body language. This individual recommended doing a lot of mock interviews to see how the person is

reacting and do the interviews with different people so it is not someone they are familiar with.

What a great suggestion. Sometimes it is not the disability itself. Definitely beneficial especially for young people with disabilities as they are going out to get their first jobs. Great suggested.

I think that was our last question.

I hope these have been beneficial suggestions. As I mentioned these are simply suggestions. Use the decision-making process and your ethical principles to guide you. I hope everyone has a fabulous Thursday and a great afternoon and thanks for having me for the webinar.

Thank you Dr. Levingston. Always a great presenter and we appreciate you spending your time. We have recorded the webinar and it will be recorded on the UNTWISE website. You will receive an email with an evaluation link , please complete the survey and let us know what you liked, what you would like added, your feedback is important to us. We appreciate everything. A certificate of completion will be uploaded to your user portal within 3 to 5 business days and as awful -- is always [Indiscernible-muffled]. We thank you for your attendance and want you to have an excellent day. Thank you. [Event Concluded]