Read *Disability Disclosure* by the Job Accommodation Network:

<https://askjan.org/topics/Disability-Disclosure.cfm>

Based on their past experiences, businesses may make assumptions about the employment-seeker based on how you & others describe the employment-seeker and your roles. Make sure you talk with the employment-seeker about how they wish to be referred to during community networking efforts, especially when they are not present. Also discuss how employment-staff and team members should be described.

What is OK? What is not OK?

Having representational materials online that can be used as direct references can help prevent miscommunication. Even when using the best tools,you must be prepared to respond to follow-up questions and inquiries using individualized and competency-based language.

In the Linking Discovery to Job Development tool, write a summary of your discussion and describe disclosure strategies.