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Workplace Considerations in Facilitating Disability Disclosure

Results from Cornell Research

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International Labour Organisation

Global Business and Disability Network

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Presentation Overview

- Why disability disclosure is becoming of increasing interest
- What individuals with disabilities tell us are reasons to disclose or not
- Building a climate of inclusion
- Why the supervisor is important
- Related online resources for future reference

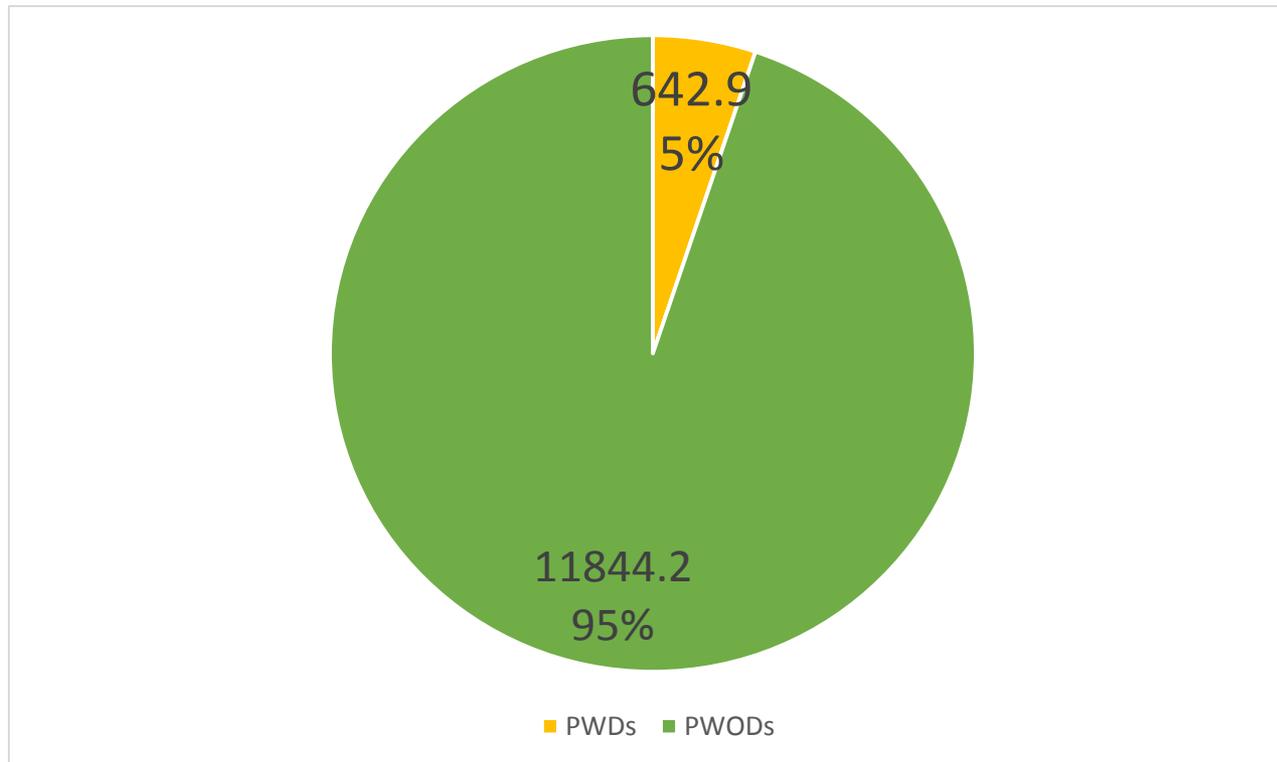
The contents of this presentation were developed under a grant to Cornell University for ***The Rehabilitation Research and Training Center on Employer Practices Related to Employment Outcomes Among Individuals with Disabilities at Cornell University*** from the National Institute on Disability, Independent Living, and Rehabilitation Research, Administration for Community Living, U.S. Department of Health and Human Services (NIDILRR grant number 90RT5010). NIDILRR is a Center within the Administration for Community Living (ACL), Department of Health and Human Services (HHS). The contents of this presentation do not necessarily represent the policy of NIDILRR, ACL, HHS, and you should not assume endorsement by the Federal Government.



Why Disability Disclosure?

- Regulatory frameworks that incent employers to count individuals with disabilities as applicants/employees
- Proactively afford individuals services and accommodations when needed
- Encourage people to “bring their whole selves to work”

Most accommodation requests come from people without disabilities



Data Source: Current Population Survey, May 2012: Disability Supplement.

von Schrader, S., Xu, X., & Bruyère, S. (2014). Accommodation requests: Who is asking for what. *Rehabilitation Research, Policy and Education*, 28 (2), 329-344.



When Sharing of Disability Status Might Occur?

- At application
- During job interview
- Once hired
- When an accommodation is needed

Example of approach used in U.S. regulations for federal contractors and what employers are reporting as their experience



Confidentiality vs. Anonymity

- When data is collected and held anonymously, it indicates that there are no identifying values that can link the data to the individual sharing the information; the organization collecting the data should not be able to identify a specific respondent.
- When data is collected and held confidentially, the organization collecting the information can identify the respondent. Such data should be kept confidential.



“Very important” factors, when deciding to disclose a disability to an employer

	Persons <u>with</u> a disability (N=598)
Need for accommodation	68.2
Supportive supervisor relationship	63.5
Disability friendly workplace	56.8
Active disability recruiting	50.5
Knowing of other successes	49.9
Disability in diversity statement	48.9
Belief in new opportunities	40.7



“Very important” factors when deciding to NOT disclose a disability to an employer

	Persons <u>with</u> a disability (N=598)
Risk of being fired/not hired	73.0
Employer may focus on disability	62.0
Risk of losing health care	61.5
Fear of limited opportunities	61.1
Supervisor may not be supportive	60.1
Risk being treated differently	57.8
Risk being viewed differently	53.8
No impact on job ability	44.0
Desire for privacy	27.9

Employees with disabilities are

AT LEAST 60%

**MORE LIKELY
TO DISCLOSE
THEIR DISABILITY TO THEIR**



than to



SUPERVISOR

HR



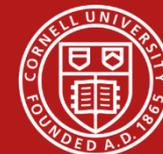
Conditions Under Which they Are More Likely to Disclose:

- Perceptions of disability climate are positive
- They work in inclusive climates
- They perceive HR practices to be fairly implemented within the organization
- They perceive the organization to be genuinely committed to disability
- They have a close, trusting relationship with their immediate supervisor



In Summary

- Employers may have regulatory requirements or affirmative hiring initiatives that increase their interest in having individuals with disclose their disabilities and enable employers to count them
- Individuals with disabilities are more likely to be able to get needed accommodations and maintain productivity and meaningful contribution to the workplace
- We are all advantaged in being able to “bring our whole selves to work” and contribute our diverse abilities
- People thrive in inclusive workplaces
- Managers role is critical to workplace inclusion



Voluntary Self-Identification of Disability

Form CC-305
OMB Control Number 1250-0005
Expires 1/31/2020
Page 1 of 2

Why are you being asked to complete this form?

Because we do business with the government, we must reach out to, hire, and provide equal opportunity to qualified people with disabilities.¹ To help us measure how well we are doing, we are asking you to tell us if you have a disability or if you ever had a disability. Completing this form is voluntary, but we hope that you will choose to fill it out. If you are applying for a job, any answer you give will be kept private and will not be used against you in any way.

If you already work for us, your answer will not be used against you in any way. Because a person may become disabled at any time, we are required to ask all of our employees to update their information every five years. You may voluntarily self-identify as having a disability on this form without fear of any punishment because you did not identify as having a disability earlier.

How do I know if I have a disability?

You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history or record of such an impairment or medical condition.

Disabilities include, but are not limited to:

- Blindness
- Autism
- Bipolar disorder
- Post-traumatic stress disorder (PTSD)
- Deafness
- Cerebral palsy
- Major depression
- Obsessive compulsive disorder
- Cancer
- HIV/AIDS
- Multiple sclerosis (MS)
- Impairments requiring the use of a wheelchair
- Diabetes
- Schizophrenia
- Missing limbs or partially missing limbs
- Intellectual disability (previously called mental retardation)
- Epilepsy
- Muscular dystrophy

Please check one of the boxes below:

- YES, I HAVE A DISABILITY (or previously had a disability)
- NO, I DON'T HAVE A DISABILITY
- I DON'T WISH TO ANSWER

Your Name

Today's Date

ILO-Cornell Online Course

<https://ecampus.itcilo.org/login/index.php>

Disability in the Workplace: A Global Perspective



After completing the course, you or your staff and colleagues will be able to:

- Articulate the business case for hiring, retaining and advancing individuals with disabilities;
- Identify related international regulations that support disability inclusive employer policies and practices;
- Discuss the policies and practices needed within their organization to facilitate disability inclusion across the employment process;
- Design and initiate a disability inclusive strategy unique to your organization.
- **This course is available at no cost.**

www.BenchmarkABILITY.org



Cornell University ILR School shared:

Following • 11s

Cornell's BenchmarkABILITY is a self-assessment tool for organizations interested in the inclusion of people with disabilities in their workforce. Learn more <https://lnkd.in/dzQwBZi>

What is BenchmarkABILITY?



Like • Comment



Cornell Related Online Resources

- BenchmarkABILITY Online Tool for Companies
www.benchmarkABILITY.org
- Employer Practices Disability and Compensation Catalog
<http://www.disabilitystatistics.org/eprrtc/codebook.cfm>
- Disability Statistics Online Tool
www.disabilitystatistics.org
- US EEOC Disability Charge Tabulations Online Tool
<http://www.disabilitystatistics.org/eec/>
- Cornell Online Repository of Related Publications
<http://digitalcommons.ilr.cornell.edu/edicollect/>
- Employer Practices RRTC Project
<http://employerpracticesrrtc.org/>