How or when do I disclose my disability?

It is up to you. Some people disclose in the application process, some wait until the interview process so they can have a chance to provide the employer more context during a conversation. You may decide not to disclose at all if you will not require accommodations. There is no right answer, but it’s important to feel that you will have a supportive work environment. Some questions to consider for yourself that may affect your disclosure: Is my disability visible in this workplace? How much would it affect my ability to perform the job? What do I need to be successful? Who could act as an advocate for me in this work environment?

What are questions I can ask a potential employer to make sure the workplace is right for me?

- Are there any groups here that support employees with disabilities?
- How have you supported employees with disabilities in the past?
- What is the process here to request reasonable accommodations?
- Does this workplace have flexible work options such as hybrid or work from home?

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What are some websites I can use to find jobs or internships?

- Handshake
- CareerOneStop
- Circa Jobs
- AbilityJobs
- USAJOBS
- CareerShift
- RecruitDisability
- AbilityLinks
- DisabilityJobBoard
- Idealist