



JOB SEARCHING WITH A DISABILITY

How or when do I disclose my disability?

The decision is ultimately up to you as the candidate. Some people choose to disclose before or during the application process, and some people disclose during the interview process so they can provide more context during a conversation. Some people decide not to disclose at all if they will not require accommodations. There is no right answer, but it's important that you feel that you will have a supportive work environment.

- For folks with more visible disabilities, disclosing may not be as much of an if, but when situation. The free online Job Accommodation Network askjan.org has a free online anonymous chat to talk through different scenarios of how to ask for accommodations and disclosure situations. Staff members in both the OARS and CPD offices at UNCG are available to talk through scenarios and options so you can feel prepared for an interview process.
- For folks with invisible disabilities, think about what you may need to feel comfortable in a work environment when it comes to sensory sensitivities, break schedules, flexible work hours, and social communication expectations. These are great topics to talk about during an interview to make sure the job is a good fit for you.



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?

Practice virtual interviewing from the comfort of your home or residence hall. Log in with your UNCG credentials and practice thousands of questions! uncg.biginterview.com

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

- [Handshake](#)
- [AbilityJobs](#)
- [CareerOneStop](#)
- [CareerShift](#)
- [Circa Jobs](#)
- [DisabilityJobBoard](#)
- [Idealist](#)
- [Integrate Advisors](#)
- [Job Accommodation Network](#)
- [USAJOBS](#)