

An Employer's Guide to Disclosure



What is Disclosure?

Disclosure refers to the decision by an Autistic individual to inform their employer, supervisor, or colleagues about their disability.

Because Autism is an invisible disability that can go unnoticed by others, most Autistic employees need to disclose their disability in order to receive necessary support and formal accommodations at work. However, many may hesitate due to concerns about discrimination, stigma or negative repercussions. The decision is personal and can greatly affect an employee's sense of belonging, well-being, and career development.

An Employer's Role in Supporting Disclosure

It's an employer's role to create a culture of trust and support where employees feel safe and empowered to disclose a disability.

Employers can help mitigate the barriers and challenges associated with the disclosure process by:

- Fostering open communication
- Providing resources for accommodations
- Promoting a culture of diversity and inclusion

Strategies for Supporting Disclosure

Establish clear processes and policies for disclosure, offering employees guidance on how to navigate this decision.

Key Considerations:

- Where is the process outlined?
- When is it communicated—during interviews or onboarding?
- Provide a confidential, supportive way to disclose, like through HR or designated personnel, to ensure privacy.
- Offer multiple disclosure channels to accommodate employee preferences.
- Formalize accommodations in policies to show commitment to inclusion and accessibility.
- Train managers and staff on disability as part of diversity, equity and inclusion efforts.

Ensuring that the process for implementing workplace accommodations is timely, confidential, and an interactive process will be key to promoting an accepting workplace culture that supports disclosure.