



Accessibility Job Search Resources

Deciding if, when and how to disclose disability-related information is a personal decision. It can be overwhelming to decide how to approach this in the job search. These resources can help you think through the disclosure process, including answering questions like: “Do I have to disclose,” “Will disclosing affect my employability,” “How much information does the employer need,” and “How do I approach reasonable accommodation requests?”

Job Accommodation Network Disclosure Information: <https://askjan.org/topics/disability-disclosure.cfm>
ADA and Workplace Accommodation Information: <https://www.eeoc.gov/facts/jobapplicant.html>

Sample Disclosure Script

If you decide to disclose, it can be helpful to practice what you will say. The example language below could be shared during an interview, following an offer of employment, or after starting a position.

“I have (name of disability). Currently I have the skills required (name these) to do the essential functions of this position. Sometimes (functional limitations) may interfere with my ability to do (name duties you may have trouble performing). I work best when (name specific accommodations needed).”

Job Search Resources

While individuals with disabilities work in a variety of industries and careers, sometimes it can be helpful to search specifically for organizations with more inclusive hiring practices.

Getting Hired: gettinghired.com

Ability Jobs: abilityjobs.com

The Spectrum Careers: thespectrumcareers.com

Diverseability Magazine: diverseabilitymagazine.com/disability-job-postings

Nebraska Vocational Rehab: vr.nebraska.gov/job_seekers

For more information on the career and internship search process, schedule a career advising appointment with the Academic & Career Development Center.

FOR MORE INFORMATION:

Academic Career & Development Center | 402.554.3672 | unoacdc@unomaha.edu