

Navigating Disclosure & Accommodation

A Guide for Student Job Seekers

Description

This session is designed by the Ontario Disability Employment Network (ODEN) to provide student and recent graduates (up to 5 years post-graduation) with the tools, clarity, and confidence to confidently navigate disclosure and accommodation in the workplace. Whether you are entering the job market for the first time, currently employed and seeking more support, or using your education to pivot into a new career, you deserve an environment designed for your success.

Disability can, at times, be viewed as a personal limitation requiring 'special treatment.' This training shifts that perspective completely: accommodations are not favors. They are standard productivity tools that remove environmental barriers, ensuring your skills and talents can be fully utilized.

Content

- **Know Your Rights:** A breakdown of legal protections.
- **Shifting the Perspective:** Moving away from medical labels and focusing on a social model of environmental design and systemic barriers.
- **Disclosure:** Strategic choices, advantages, and privacy boundaries at every stage of the hiring process.
- **Handling Pushback:** Practical scripts for accommodation related conversations.
- **Explore Accommodations:** A look at the spectrum of workplace tools, including physical, technological, scheduling, sensory, social, and communication adjustments.
- **Self-Advocacy Toolkit:** Guided access to practical tools to help students chart their own career path.

Duration & Format

2 Hours – Including a 30-minute break.

Virtual over Zoom

Contact Information for Questions

Sarah Birch

Disability Employment Awareness & Partnerships Specialist & Project Lead

Ontario Disability Employment Network (ODEN)

Email: sbirch@odenetwork.com

Website: www.odenetnetwork.com