

The Pros & Cons of Disclosing a Disability to Employers and Coworkers

Disclosing a disability such as your autism spectrum disorder is a highly personal choice that will vary based on the individual. It really depends on how comfortable you are as a person with the idea of disclosing to your employer. Regardless of which decision you make, there could be consequences whether you choose to disclose or not.

PROS

- Your mental health might improve since you'll need to do less masking.
 - Learn more about masking: *Autistic people and masking (autism.org.uk)*
- Employers/colleagues will have a better understanding of needs for accommodations in the workplace.
 - Better understanding of the differences that may be present while working with both disabled and abled individuals
- Your employer may receive a subsidy for hiring and employing a disabled person.
- Greater protection from the ADA.
 - Learn more about ADA: *Introduction to the Americans with Disabilities Act | ADA.gov*



CONS

- After disclosing, you may face bias or discrimination based on your diagnosis from your coworkers and/or your boss.
- You may not get hired for the job based on the fact that you have a disability, or you may get fired because you have a disability.
- You may be treated differently after disclosure, or it may affect your relationships with coworkers and/or your boss.
- Your boss may not approve your disability-based accommodations.