



WHEN TO DISCLOSE

On-the-Job Application/Cover Letter

Pros	Cons	Other Considerations
<ul style="list-style-type: none"> ▪ Allows applicant to relax about employer possibly finding out. ▪ Enables the employer to decide if autism is a concern. 	<ul style="list-style-type: none"> ▪ May exclude your child before having a chance to present themselves and demonstrate strengths and capabilities. ▪ No way of knowing if hiring was based on diagnosis. 	<ul style="list-style-type: none"> ▪ Immediate disclosure may make finding a job more difficult; however, when your child does find employment, they are less likely to have autism-related problems on the job.

At the Interview

Pros	Cons	Other Considerations
<ul style="list-style-type: none"> ▪ Offers the opportunity to answer any questions about autism and its impact on the job. ▪ Allows applicant to request accommodations for the interview. ▪ Discrimination is less likely in person. Can help the employer make sense of any observed autistic characteristics, potentially reducing fear, confusion, or misinterpretation of these characteristics. 	<ul style="list-style-type: none"> ▪ Too much emphasis on diagnosis may distract from discussion of your child's strengths and abilities. 	<ul style="list-style-type: none"> ▪ Your child will need to be comfortable answering questions and leading a discussion about autism and how it affects them specifically.



HANDOUT 4-2: When (*and If!*) to Disclose

WHEN TO DISCLOSE

After Hired But Before Beginning Work

Pros	Cons	Other Considerations
<ul style="list-style-type: none"> ▪ If the hiring decision is changed and you are sure your child's autism will not interfere with their ability to perform the job, legal action is warranted. 	<ul style="list-style-type: none"> ▪ Employer and personnel department may distrust your child and feel they should have been told beforehand. 	<ul style="list-style-type: none"> ▪ Will need to evaluate your child's autism to determine its impact on the specific job duties and then be able to explain specifically that it will not interfere with their performance.

After Beginning Work

Pros	Cons	Other Considerations
<ul style="list-style-type: none"> ▪ Your child will have the chance to prove themselves before disclosing. ▪ They will be able to discuss and educate their peers and supervisors about autism. ▪ Your child may be protected by law if disclosure affects employment status but ASD does not keep them from performing job safely. ▪ Can help the supervisor and coworkers make sense of any observed autistic characteristics, potentially reducing fear, confusion, or misinterpretation of these characteristics. 	<ul style="list-style-type: none"> ▪ Your child may be anxious at work. ▪ Employer may be upset that they were not told sooner. ▪ Could lead to disability-related stereotypes, discrimination, or bullying from supervisors or coworkers. 	<ul style="list-style-type: none"> ▪ It may be harder for your child to disclose the longer they wait. ▪ Your child needs to decide to whom to disclose their diagnosis (e.g., no one, supervisors only, supervisors and close coworkers, or everyone).



WHEN TO DISCLOSE

After a Problem

Pros	Cons	Other Considerations
<ul style="list-style-type: none"> Your child will have the chance to prove themselves before disclosing. 	<ul style="list-style-type: none"> Employer may be upset that they were not told sooner. Could perpetuate myths and misunderstandings about autism. 	<ul style="list-style-type: none"> May be difficult to re-establish trust with coworkers.

Never

Pros	Cons	Other Considerations
<ul style="list-style-type: none"> Your child's employer cannot provide accommodations or respond to difficulties due to autism unless they are aware of the diagnosis. 	<ul style="list-style-type: none"> Risk of being fired for reasons that employer may have been more understanding about if they were aware. Could lead to myths and misunderstandings about autism. Coworkers may have been more understanding if they were aware of your child's diagnosis. It may be emotionally stressful for your child to "mask" part of their identity at work. 	<ul style="list-style-type: none"> As you and your child become more confident that performance will not be hindered by having an autism, the issue of disclosure becomes less important.



HANDOUT 4-3: Reasonable and Common Job Accommodations

ADA guarantees that your young adult may request certain accommodations in the workplace. Other accommodations may be needed, depending on their needs and where they are working.

QUESTIONS TO CONSIDER:

- How do the employee's symptoms impact their performance on specific tasks?
- What reasonable accommodations can be provided to address them?
- Do the supervisors and coworkers require training?

ACCOMMODATIONS TO CONSIDER:

Presentation		Timing and Scheduling	
<input type="checkbox"/> Daily checklists for completing and prioritizing tasks <input type="checkbox"/> Written or verbal reminders <input type="checkbox"/> Written or picture instructions next to machines, such as postage machine, copier, printer <input type="checkbox"/> Pictures or drawings of the assigned task <input type="checkbox"/> Templates of forms or documents <input type="checkbox"/> Performance feedback presented visually (charts, diagrams) <input type="checkbox"/> Task flow chart		<input type="checkbox"/> Consistent schedule <input type="checkbox"/> Advanced notice of schedule or activity changes <input type="checkbox"/> Timers and watches <input type="checkbox"/> Wall calendars and planners <input type="checkbox"/> Large tasks broken down into small steps <input type="checkbox"/> Timer or alarm as a reminder <input type="checkbox"/> Timelines for completion of task <input type="checkbox"/> Assignment of one task at a time <input type="checkbox"/> Multiple breaks	
Training	Response	Setting	
<input type="checkbox"/> Mentor or job coach <input type="checkbox"/> Training on appropriate workplace behaviors (e.g., interacting with customers) <input type="checkbox"/> Consistent supervision by one person <input type="checkbox"/> Regular and immediate feedback on performance (positive and constructive)	<input type="checkbox"/> Provision of qualified readers or interpreters <input type="checkbox"/> Voice recorder <input type="checkbox"/> Written instructions <input type="checkbox"/> Headset for telephone or a speaker phone <input type="checkbox"/> Acquisition of new or modification of existing equipment	<input type="checkbox"/> Minimal clutter in the work environment <input type="checkbox"/> Minimal noise in the work environment (e.g., no radios or music) or permission to use noise-canceling earplugs <input type="checkbox"/> Information for coworkers about autism <input type="checkbox"/> Designated desk or workspace <input type="checkbox"/> Alternative lighting for photosensitivity <input type="checkbox"/> Desk organizers <input type="checkbox"/> Fidget devices	