

TRANSITION
TUESDAY

DISABILITY
DISCLOSURE





Nick

Youth
Educator

Executive
Dysfunction

ADHD

Autism





Davis

Transition-
Age Parent
Educator

ODD

OCD

ADHD





KENTUCKY SPECIAL PARENT INVOLVEMENT NETWORK

MISSION

Empowering individuals with disabilities and their families to lead the fulfilling, productive and rewarding lives they choose.

PEER SUPPORT

KY-SPIN staff is comprised of individuals with disabilities and immediate family members of an individual with a disability. This allows for greater understanding and information sharing of needed services and supports.

EDUCATION

KY-SPIN has a diverse collection of resources such as infographics, short videos, and worksheets on a variety of topics.

EMPOWERMENT

Educate and support individuals on their personal responsibilities and the necessary resources that can be used to make informed decisions.

TRAINING

KY-SPIN provides training for youth, families, and professionals on a variety of topics. (ex: Special Education: IEPs and 504 Plans, Advocating for yourself or child, Transition to Adulthood)

INDIVIDUAL ASSISTANCE

KY-SPIN provides one-on-one or group assistance for anyone needing access, information, or referrals to community supports and services.

INFORMATION

KY-SPIN shares knowledge and links individuals, families and professionals to valuable resources and supports that can make a difference in their daily lives.



800-525-7746
SPININC@KYSPIN.COM
WWW.KYSPIN.COM





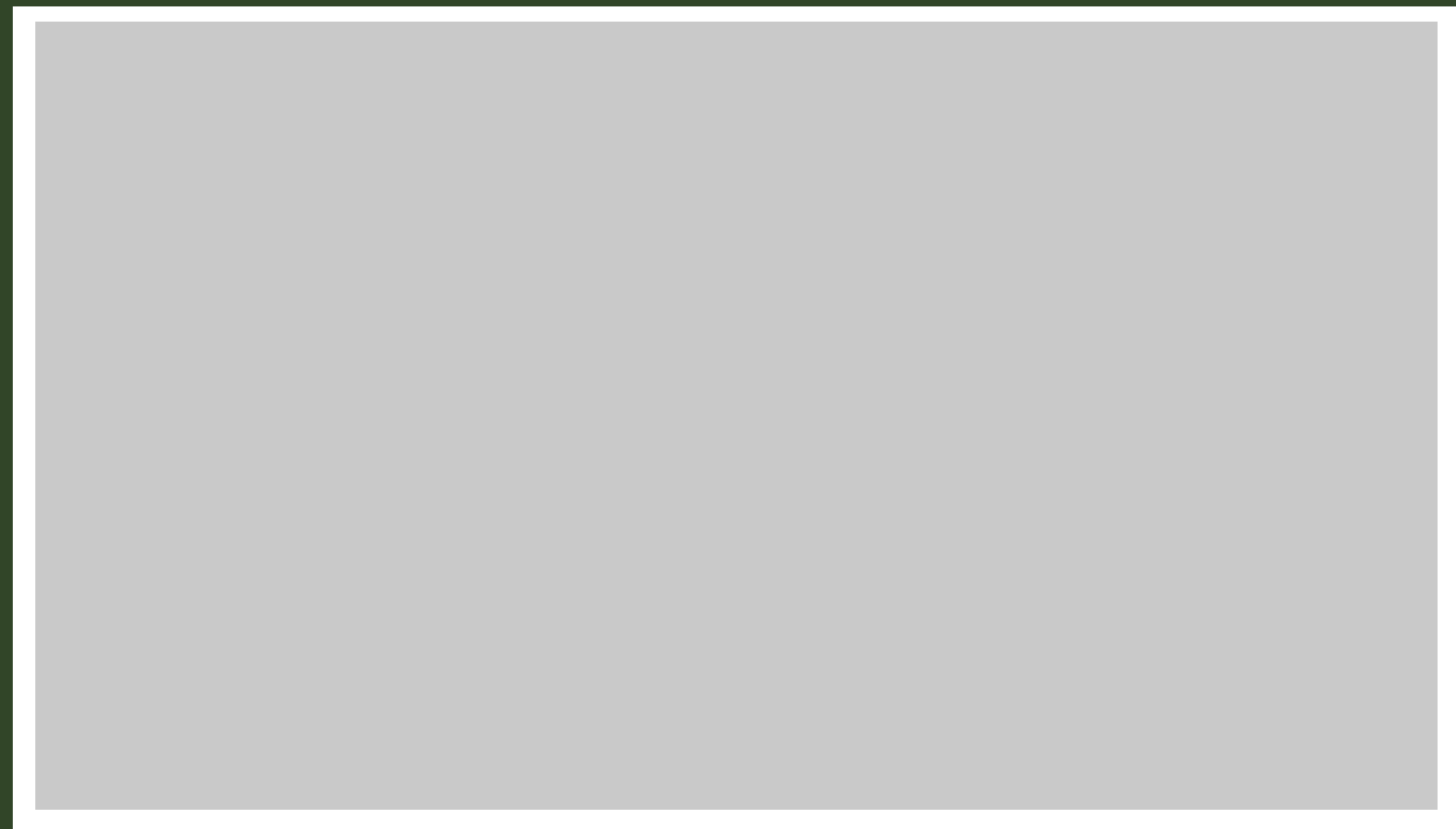
Today Topics

- Knowing yourself and your disability
- Why disclosure matters
- The pros and cons of disclosing
- How disclosure varies in different situations



411 video

<https://www.youtube.com/watch?v=iMb5aURm81s&t=1s>



WHY

It is your responsibility to get the help you need

WHEN

Disclose your disability when you need support to be successful

WHAT

As much or little as you want
Whatever is affected by the situation

WHOM

Decide who really needs to know this sensitive information

HOW

Practice disclosing with someone you trust

Pros

Encourages
empathy and
inclusion

Improves your
relationships

Creates a path
to success

Understand
what you need

Cons

Hinder your ability to reach
your goals

Hard to overcome
obstacles and stay on
track

Knowing when
to ask so you

Important for
reaching

Accommodations

reach your
short-term goals

long-term goals

Grants
access

Valuable
resources

Success

Stress-free

Work
environment





Protected by

Federal Laws

**The Americans with
Disabilities Act (ADA)**

**Individuals with
Disabilities Education
Act (IDEA)**

**Section 504 of the
Rehabilitation Act of
1973**



Educate yourself on your needs

You may need to disclose if you
need to ask for accommodations

Know how to explain your disability

Decide if disclosure is right for you



New Resources for You

Disability Disclosure

1 in 4 adults in the United States reported having a disability in 2022.
That's over 70 million people!

2022 Behavioral Risk Factor Surveillance System (BRFSS)

47%

Almost half of employees with invisible disabilities have **not** disclosed their conditions to their employers.

2023 Society for Human Resource Management

Your Right to Decide

Deciding when you disclose your disability is your choice. Before disclosing talk to trusted family and friends to understand your options.

- Do you disclose before or after being hired?
- How much do you need to disclose?
- How will you disclose?

[The 411 Disability Disclosure Youth Workbook](#)

[411 Disability Disclosure Families Workbook](#)



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Disability Disclosure... TMI?!?!*

*TMI: Too Much Information

You have the power to choose what information to disclose about your disability. Before sharing information with someone, ask yourself what information does that person need related to their role in your life.

Doctor/Therapist

Doctors and therapists need information to help you make important health decisions.

- Your disability and how it affects you
- Any challenges or behaviors you have with your disability
- Any physical or mental concerns
- Any recent changes in your health or needs



Family/Friends/Caregivers

Family and Caregivers may need the information to support you.

- What challenges the disability is creating for you
- How your disability makes you feel
- Suggestions on how you can be a part of decisions/treatment
- Any recent changes in your health or accommodations to try



Peers/Coworkers

Coworkers and acquaintances do not need detailed information. Only share what you are comfortable sharing.

- The disability and the how your disability affects you
- Any physical or mental considerations relevant to your role or interactions
- Any accommodations you use for activities
- Any recent changes in your health or needs



Teachers/Employers

Teachers and Employers only need information that will affect your school or work safety/performance.

- The disability and how it affects you
- Any challenges or safety concerns related to your disability
- What reasonable accommodations you need for your work
- The skills, strengths, and unique perspectives you bring



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Disability Disclosure

Complete the categories listed below. Then, use your answers to fill in the Disability Disclosure Personal Statement on the following page.

My Disabilities

Accommodations I might need

Accommodations I use

My Skills and Abilities

My Goals

My Challenges



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Disability Disclosure

_____ 's Personal Statement

Today I want to tell you about myself and how I work most effectively.

The skills and abilities that I will bring with me are: _____

Some of the challenges I experience are: _____

But, I use the following accommodations to be successful: _____

Sincerely, _____



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[Download](#)

New Resources for You

[Download](#)



DISABILITY DISCLOSURE GOALS FOR THE IEP

It's important to have disability disclosure goals in your IEP so you can learn how to talk about your needs and get the right support. This helps you feel confident and succeed in school and beyond.



I can identify and share my disability with others for greater understanding.

Student will practice explaining their disability and the supports they need in at least 3 different settings (e.g., classroom, meetings with teachers, or at home) with minimal assistance.



I know which laws protect my rights as an individual with a disability.

Student will demonstrate understanding of their rights under the Americans with Disabilities Act (ADA) by identifying 3 accommodations or services they can request to support their learning.



I can discuss my disability in social situations appropriately when it is required.

Student will disclose their disability to a teacher or peer when necessary, using appropriate language, in at least 2 different social or academic situations with guidance.



I can advocate for my needs by requesting accommodations related to my disability.

Student will independently disclose their disability to a new teacher or staff member and describe their specific needs for accommodations in 4 out of 5 opportunities.

Resource Links

All About Me

Disability411 Video

411 Youth Workbook

411 Adult Workbook

Job Accommodation Network



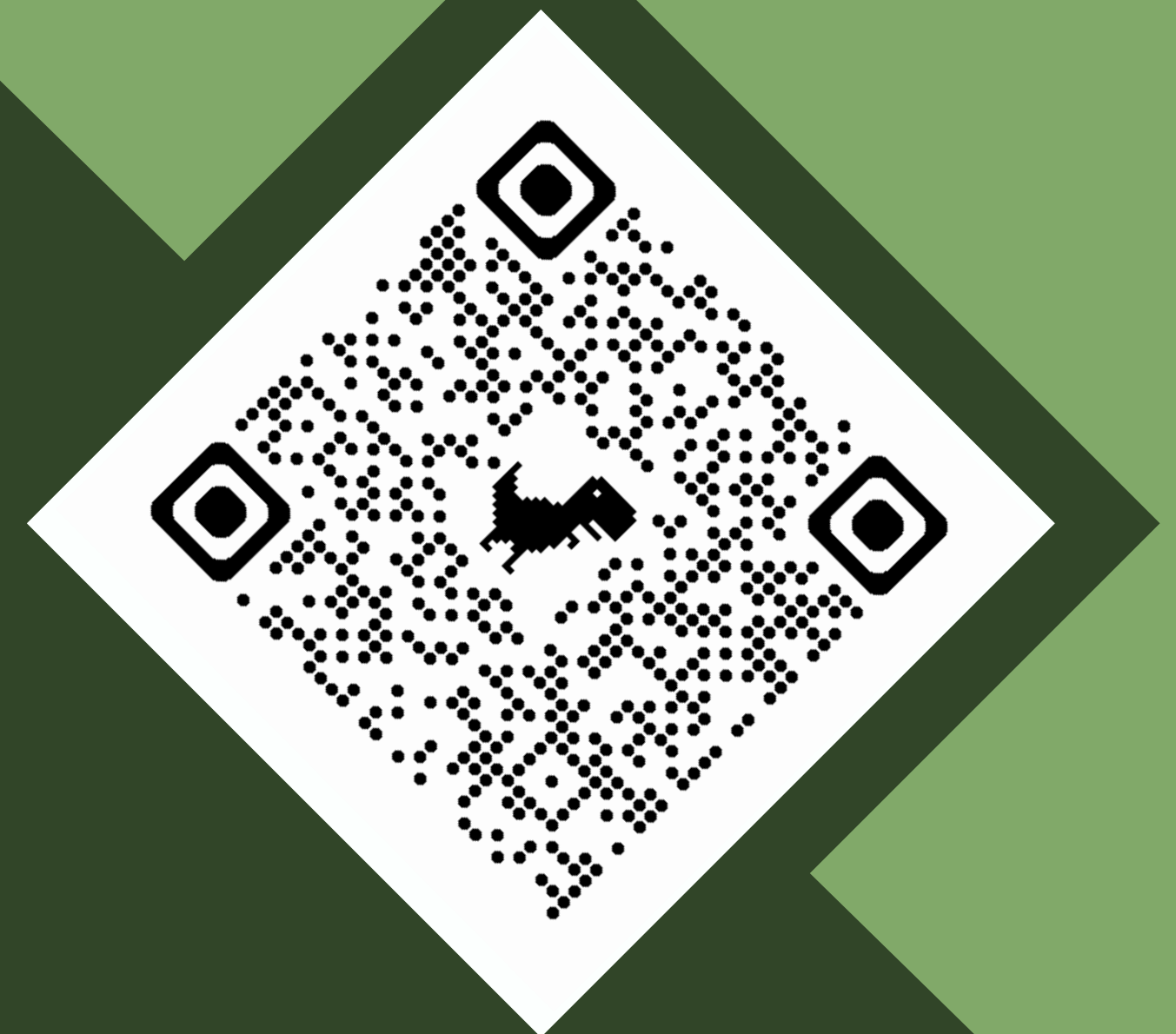
If you still have questions

(800) 525-7746

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