

WHEN TO DISCLOSE

Before accepting a job offer be sure you clearly understand the job title, duties, salary, benefits, hours, probation period, provisions for training and advancement, supervisors, and lines of authority.

HUMAN RIGHTS IN BRITISH COLUMBIA Protection in Employment

In British Columbia you are protected by the Code from discrimination in hiring or on the job if the discrimination is based on one or more of the protected personal characteristics:

- Race, colour, ancestry, place of origin
- Political beliefs
- Religion
- Marital status
- Family status
- Physical or mental disability
- Sex (including pregnancy, transgender)
- Sexual orientation
- Age (if 19 or more)
- Conviction of a criminal

Excerpts from Information Sheets produced by the BC government. For more information on your rights and those of an employer visit:

www2.gov.bc.ca/gov/content/justice/human-rights/human-rights-protection



The BC Human Rights Code makes it illegal for employers to:

- advertise a job in a way that discriminates against someone because they have a disability;
- deny someone a job because of their disability, if the person is able to do the job;
- pay someone a different wage than others doing the same job because the person has a disability; and
- fire or lay off or demote a person because of their disability, unless the person can no longer perform the essential parts of the job.

Disclosure is your personal choice, before making the decision, consider the following:

- Do you need accommodations during the application process?
- Are you comfortable disclosing your disability?
- Are you prepared to respond to any questions related to misconceptions, or questions related to your ability to do the job?
- Does not disclosing your disability put your safety, or the safety of others at risk?
- Are you able to do the essential tasks of the job successfully?

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You can choose to disclose:

- **At the beginning of the application process.** You may be asked about any serious health conditions or disabilities on an application form. If you're not comfortable answering the question, leave it blank.
- **During a job interview.** You may feel more comfortable disclosing face-to-face.
- **After an interview and if a formal job offer is made.** Use this as an opportunity to explain how your condition impacts the way you work, and any accommodations that are required.
- **After you've started the job, but before any issues arise.** It may be useful to be open with your co-workers so that they are able to support you in the workplace.
- **After you run into problems.** This should only apply to risks that you were not aware of when you started in the position).

If You Choose to Disclose:

- Keep your disclosure short, use plain simple language, and not medical terminology.
- Focus on your strengths and abilities and be positive.
- Be prepared to provide details on workplace accommodations you need to do the job effectively as some employers have limited experience in working with individuals with disabilities.
- If are familiar with any supports or funding programs the employer may be eligible for, provide this information as it will be much appreciated.
- Based on your previous work experience and accomplishments, explain how any accommodations the employer might have to make will benefit both of you in the long term.
- Provide references who can confirm the success of your past employment.

Human Rights Protection Fact Sheets

- What you need to know
- Protection in Employment
- Mental or physical disability
- Racial discrimination
- Age discrimination
- Sexual orientation
- Sex discrimination and sexual harassment
- Gender Identity or Expression

Source Materials:

www2.gov.bc.ca/gov/content/justice/human-rights/human-rights-protection

