

Career Opportunities for Students with Disabilities (COSD)  
Career Services and  
Disability Careers Office  
at  
The University of Tennessee

**Disclosure: What Should I Do?**

**Definition of Disclosure**

**Options for Timing of Disclosure with Advantages, Disadvantages and Issues**

- On a resume or application
- Calling to the potential employer to set the interview appointment
- Interview: Moment of Meeting
- During the Interview
- Interview: Preoffer
- Interview: Post offer / Preacceptance
- After the “start date”
- After a problem develops on the job
- Never disclose

**Rules for a Good Disclosure**

- Script your disclosure
- Rehearse
- Avoid being too clinical or detailed
- Remember your script and be positive

**The Disclosure Process**

- Preparing to disclose
- When you disclose
- Preparing the script

**Script for Disclosure**

**Disclosure Scenarios**

**What Does This All Mean??**