



Keys to Independence ~ Discussions

Epilepsy Disclosure Chart



Time of Disclosure	Advantages	Disadvantages	Issues
On the job application	-Honesty/Peace of Mind	- Might disqualify you with no opportunity to present yourself and your qualifications -Potential for discrimination	-Do you know what legal protections there are regarding information requested on a job application? -Early disclosure may avoid problems once you are hired
During the interview	-Honesty/Peace of Mind -Opportunity to respond briefly and positively, in person, to epilepsy issues -Discrimination is less likely when face-to face	-Puts responsibility on you to handle epilepsy issues in a clear understandable way -Too much emphasis on epilepsy indicates a possible problem. -Are your abilities the focus of the discussion?	- Are you comfortable discussing your epilepsy and answering questions about your seizures? - Do you know the physical requirements of the workplace? -Does the work environment increase potential for injury during a seizure?
After the interview (The job has been offered but before you begin work)	-Honesty/Peace of Mind -If the epilepsy information changes the hiring decision, and you're sure that your seizures won't interfere with job performance, there may be legal recourse	- Might lead to distrust between you and management -The workplace may not be informed of first aid or seizure recognition	- Evaluate seizures in relation to actual job requirements -Can you explain how epilepsy will not interfere with ability to perform the job? -What accommodations (if any) are necessary?
After you start work	-Opportunity to prove yourself on the job before disclosure -Allows you to respond to epilepsy questions with peers at work -If you lose your job because of disclosure but your abilities were not affected by seizures, you may be protected by the law	-Nervousness / fear of having a seizure while at work -Employer might accuse you of not telling the truth on your job application -You could have a seizure before other employees know how to respond. -Could change interactions with friends at work.	-The longer you put off disclosing, the more difficult it becomes.
After a seizure on the job	-Opportunity to prove yourself on the job before disclosure -If the seizure changes your status at work but didn't affect your performance or safety, you may be protected by the law	-Your employer may accuse you of holding back important safety information. -Co-workers may not have known how to respond to your seizure	-You should be prepared to answer questions from your co-workers and supervisor like, "Why didn't you tell me earlier?"
Never	-The employer can't react to your epilepsy unless you have a seizure on the job	-You may be nervous or scared about having a seizure at work -Your co-workers may not know how to respond to your seizure -Myths and misunderstandings of epilepsy can continue	-If you haven't had a seizure for a long time (over two years) the issue of disclosure becomes less critical.