

Disclosure

To disclose or not to disclose that
is the question.

Is this a big issue?

- On the surface appears to be straightforward.
- Complexities.
- Little empirical evidence of one approach.
- What does the training manual tell you?

What really are the issues?

- Ethical issues
- Stake-holders point of view:
Counselor, Client, Employer
- Training issues for counselors and paraprofessionals
- CRC related issues:

CRC/Ethics

- The fundamental spirit of caring and respect with which the Code is written is based upon five principles of ethical behavior[1]. These include autonomy, beneficence, non-maleficence, justice, and fidelity, as defined below:
- Autonomy: To honor the right to make individual decisions.
- Beneficence: To do good to others.
- Non-maleficence: To do no harm **to others**.
- Justice: To be fair and give equally to others.
- Fidelity: To be loyal, **honest**, and keep promises.

● [1] Beauchamp, T.L., & Childress, J.F. (1994), 4th Ed. Principles of Biomedical Ethics. Oxford: Oxford University Press. Kitchener, K.S. (1984). Ethics in Counseling Psychology: Distinctions and Directions. Counseling Psychologists, 12 (3), 43-55.

Define

- Disclosure generally means the deliberate informing of someone about one's disability (at work). To open up...to reveal
- Conceal generally means to keep something secret or prevent it from being known...(cover-up, disguise, mask etc...)
- Yikes sounds a little sinister...

Other questions to answer

- Should a person disclose their disability?
- What is the stake-holders' point of view?
- Is there consensus in the timing of disclosure if disclosing?
- If you have interaction with stake-holders will points of view change?
- How does this disclosure impact actual practices....

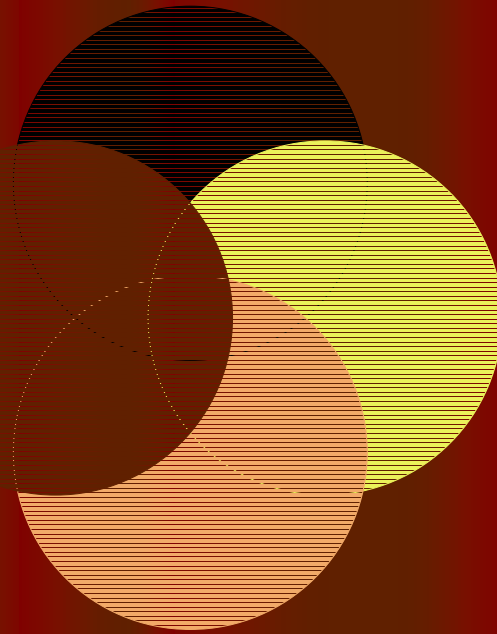
Pilot study

Rehabilitation Professional Females

Placement Professionals males

Rehab. Professional Males

Placement Professionals Females



Results PAR Focus Group (*Pilot*)

- Males CRC (n=3)
(no)
- Females CRC (n=4)
(extreme)
- Male ETS (n=4)
(sometimes)
- Female ETS (n=6)
(yes)

All phenomena link together in a mutually conditioning network...

Budda-500bc

Concepts to Ponder

- Harris Poll: 35% PWD are working compared to 78%
- 14 years after ADA, there is still employment gap.
- Discrimination Claims dropped from 36% to 22%.
- Other reasons for under employment.



Still thinking about it?

- ADA protection
- Bias in hiring
- Fear
- Counseling
- Agency rules



Advantages

- Allows reasonable accommodations and legal protection
- Reduces stress
- Clearer impression of what is expected of you
- It provides full freedom to examine health insurance and other benefits
- It gives you freedom to discuss changes in your condition as they occur
- It improves your self-image through self-advocacy
- It opens door for others
- Increases comfort level

- *ODEP

Disadvantages

- Relieve negative past experiences
- Could lead to experience of exclusion
- Treated differently
- Overlooked for job
- Disclosure of more in depth questions than essential for job
- Can lead to misconceptions of people with disability

Informed Choice

- The point at which an individual arrives at a decision. It based on the process of having full understanding and all necessary information to make a choice. The result is a free and informed decision.
- Self-determination: knowledge, belief in self. Ability to set and follow through with goals and the ability to make choices.

Ethics

To be direct and honest is not safe....

William Shakespeare

- CRC: “ any act of omission of a dishonest, deceitful or fraudulent nature in conduct of their professional activities...”
- Disclosure could lead to ...risks.
- Thus leading to violation of doing no harm (non-maleficance)
- Honesty is it always appropriate? (beneficence)

Ethics

- Some professionals advocate honesty (Buchanan, 2003)
- Others as individual choice (Center for Psychiatric Rehabilitation, Boston University, 1998)
- Still others see it as a timing issue (Pearson, Ip , Hui, Ho, & Lo, 2003)

Stake-holders

- Client
- Counselor
- Employer

Stakeholders Point of View: Employers

- Employers perspective of needs
- Negative stereo-types (fear)
- Consequences
 1. Accommodations
 2. Effects on others and environment
 3. Trust
- Glen Allen, an advocate of people with LD in a 1996 news brief stated, "perhaps the more important question a person...must ask is what is the consequences of not telling."

Employer Perspective con't

- A 1984 study (before ADA) acknowledges that it is a complex question that has profound personal and professional implications but still favored disclosure (conducted with managers with disabilities).
- Disclosure can have positive effects on future training (Flynn, 1996)

Rehabilitation Professional

- Accommodations
- Essential functions of job
- Teach communication and conflict resolution
- Decrease intra-personal conflict

Clients' Perspective

- Extension of social network
- No fear of “when it may come out”
- Accommodations up front
- Honesty....

Paradigm Shifts

- Business Advisory Council
- PAR/Focus Groups
- Websites
- Education and training HR Departments
- Great Britain: Local Employment Boards and employers



Counseling and Advocacy

- Interview rehearsal (role play)
- Job Match and Accommodations
- Homework: know your business leaders needs
- Labor Market
- Help create a honest environment for business and client
- Self-Knowledge (Client)

Demand-Side Job Development

A model for improving
rehabilitation services.

User Friendly Model for People with Disabilities

- Definition: Demand- Side Job Development:

The provision of services directly to employers that make the workplace more "user friendly" for people with disabilities, and to assist employers in meeting their personnel needs by pulling in people with disabilities.



Benefits

- Extends marketing away from sales into consultation (job match and accommodations)
- Provides labor market information to employer
- Rehabilitation Professionals become resources for employer as consultants for personnel needs and experts in issues relating to disability.

New Dimensions

The following are situations where demand-side employment programs would work:

1. Low unemployment, where employers need to expand their traditional sources of employees.
2. Employers who are unfamiliar with needs of people entering workforce with disabilities.
3. The demand among employers for people with specific training exceeds the supply of possible applicants.
4. Rehab. Counselors who are unfamiliar with employer needs.
5. Rehab. Professionals acting as consultants for ADA, Accommodations and other professional activities.
6. When there is a large number of applicants seeking employment

Providing Consultation to Employers

- On site job analysis
- Developing job descriptions
- Cost-effective accessibility plans
- Ergonomics evaluations
- Identifying and instituting reasonable accommodations
- Provide training on disability related topics
- Technical assistance with ADA
- Disability management and occupational safety programs
- Assistance in recruiting and hiring employees with disabilities
- Assisting employers to support long term support needs of all employees with disabilities
- Coordinating rehabilitation-disability services for employers.

Providing Labor Market Information

- Education stakeholders about current employment needs and trends.
- Accessing and analyzing labor-market data from community.
- Developing rehab. plans, networks based on information from community.

More Benefits on the Job

- Employee free to be themselves
- Employee relieved of stress
- Employer can create an environment in an effort to let potential employees know that it is person centered
- Post policies regarding hiring
- Create a educational system that promotes natural supports
- Open up consultation with rehabilitation professionals
- Develop a resolution Panel

Conclusion

- Change of stereo-types
- Honesty is basis of a good relationship...
- Teamwork and communication
- Job match and career path
- Real changes since what we got "*AIN'T*" working.