

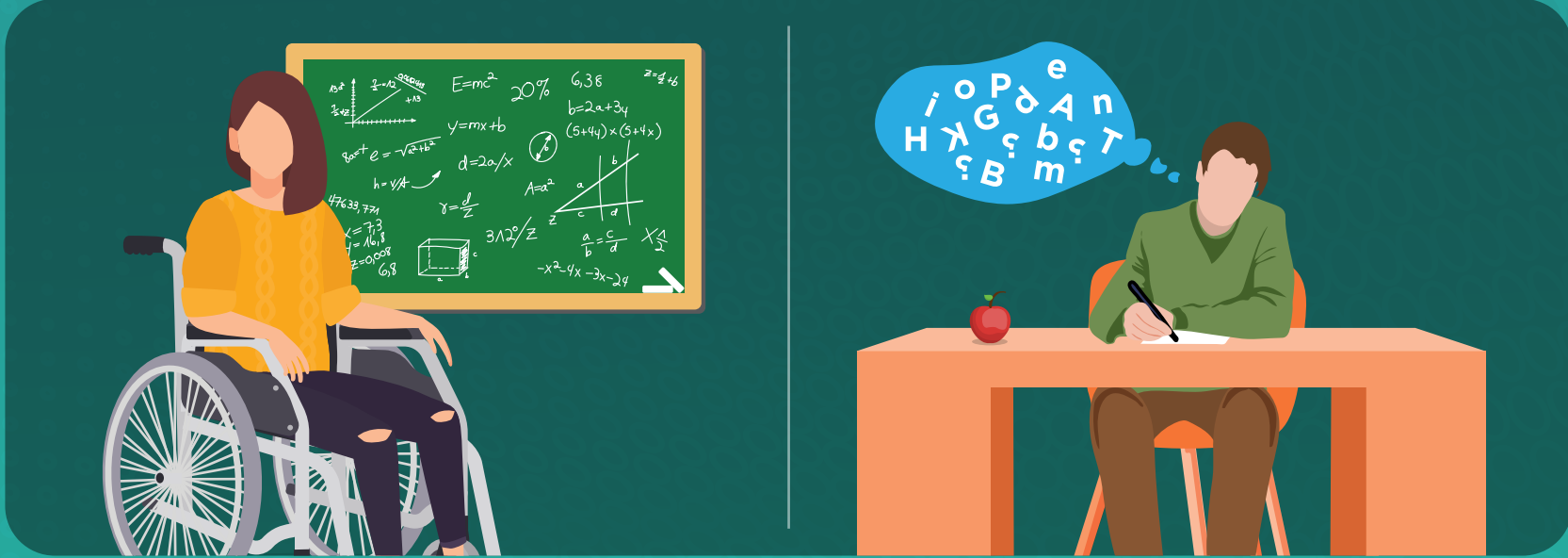
# Addressing the disability disclosure dilemma

Historically, disabilities have been stigmatised and labelled as problems instead of normal human variations



Workplace disclosure of one's physical or invisible disability is emotionally difficult and can affect the person's mental health and work

This is more pronounced in people associated with the education sector



**What are the main limitations of disability disclosures in the education sector?**



## Semi-structured interviews with teachers and staff from a further education institute in the UK

### Teachers/staff with disability:



Are less likely to disclose their disabilities, especially learning disabilities, like dyslexia



Perceive or are sensitive to the perception of one's disabilities as deficits or an embarrassment



May choose to not disclose disability a second time owing to fear of negative reactions and repercussions or previous bad experiences

### Deterrents to disability disclosure:



Systemic bias that goes unrecognised, ignored, and unaddressed



Inclusion initiatives in the education sector that mainly focus on students and popular social issues



Disability disclosures requiring unending explanations, causing stress, anxiety, and emotional fatigue



Variable interpretation of 'reasonable adjustments' for disabled staff by different employers

**Educational institutes should nurture a "culture of disability disclosure" by abating negative attitudes and supporting employees with any kind of disability, visible or invisible**